

# **Department of Veterans Affairs**

## **Management Directive 715 FY 2019 EEO Report/FY 2020 EEO Plan**



**Office of Resolution Management, Diversity and  
Inclusion  
Office of Human Resources and Administration**



**Department of Veterans Affairs**

**Management Directive 715**

**Fiscal Year (FY) 2019 Report**

**Table of Contents**

<b>Part A – Department or Agency Identifying Information</b> .....	<b>3</b>
<b>Part B – Total Employment</b> .....	<b>3</b>
<b>Part C.1 – Head of Agency and Head of Agency Designee</b> .....	<b>3</b>
<b>Part C.2 – Agency Official(s) Responsible for Oversight of Equal Employment Opportunity (EEO) Program(s)</b> .....	<b>3</b>
<b>Part D.1 – List of Subordinate Components Covered in this Report</b> .....	<b>6</b>
<b>Part D.2 – Mandatory and Optional Documents for this Report</b> .....	<b>6</b>
<b>Part E – Executive Summary</b> .....	<b>8</b>
Part E.1.- Executive Summary: Mission .....	8
Part E.2.- Executive Summary: Essential Element A – F .....	8
Part E.3 – Executive Summary: Workforce Analyses .....	8
Part E.4 – Executive Summary: Accomplishments .....	8
Part E.5 – Executive Summary: Planned Activities .....	8
<b>Part F – Certification of Establishment of Continuing Equal Employment Opportunity Programs</b> .....	<b>9</b>
<b>Part G – Agency Self-Assessment Checklist</b> .....	<b>11</b>
Essential Element A .....	13
Essential Element B .....	15
Essential Element C .....	20
Essential Element D .....	26
Essential Element E .....	28
Essential Element F .....	32
<b>Part H – Agency EEO Plan to Attain the Essential Elements of a Model EEO Program</b> .....	<b>35</b>
<b>Part I – Agency EEO Plan to Eliminate Identified Barrier</b> .....	<b>77</b>
Hispanic Barrier Statement .....	77
Senior Executive Service Barrier Statement .....	81
<b>Part J – Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities</b> .....	<b>85</b>
Section I: Efforts to Reach Regulatory Goals .....	85
Section II: Model Disability Program .....	86
Section III: Plan to Recruit and Hire Individuals with Disabilities .....	87
Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities’ .....	90
Section V: Plan to Improve Retention of Persons with Disabilities .....	97

**Department of Veterans Affairs**

**Management Directive 715**

**Fiscal Year (FY) 2019 Report**

Section VI: EEO Complaint and Findings Data ..... 100

Section VII: Identification and Removal of Barriers ..... 101

**Workforce Data Tables ..... 107**

A1: Total Workforce – Distribution by Race, Ethnicity and Sex..... 109

B1-1: Total Workforce – Distribution by Disability Status (Participation Rate)..... 113

B1-2: Total Workforce – Distribution by Disability Status (Inclusion Rate) ..... 117

A2: Permanent Workforce by Component – Distribution by Race, Ethnicity and Sex  
..... 121

B2: Permanent Workforce by Component – Distribution by Disability Status ..... 123

A3: Occupational Categories - Distribution by Race, Ethnicity and Sex – Permanent  
Workforce..... 125

B3: Occupational Categories - Distribution by Disability Status – Permanent  
Workforce..... 127

A4: Senior Pay & General Schedule (GS) Grades - Distribution by Race, Ethnicity and  
Sex – Permanent Workforce ..... 129

B4: Senior Pay & General Schedule (GS) Grades - Distribution by Disability Status –  
Permanent Workforce ..... 131

A4: Senior Pay & General Schedule (GS) Grades - Distribution by Race, Ethnicity and  
Sex – Temporary Workforce ..... 133

B4: Senior Pay & General Schedule (GS) Grades - Distribution by Disability Status –  
Temporary Workforce ..... 135

A5: Salary - Distribution by Race, Ethnicity and Sex – Permanent Workforce ..... 137

B5: Salary - Distribution by Disability Status – Permanent Workforce..... 139

A5: Salary - Distribution by Race, Ethnicity and Sex – Temporary Workforce ..... 141

B5: Salary - Distribution by Disability Status – Temporary Workforce..... 143

A6: Mission Critical Occupations - Distribution by Race, Ethnicity and Sex..... 145

B6: Mission Critical Occupations - Distribution by Disability Status ..... 173

A7: Senior Grade Levels - Distribution by Race, Ethnicity and Sex ..... 199

B7: Senior Grade Levels - Distribution by Disability Status..... 207

A8: Management Positions - Distribution by Race, Ethnicity and Sex – Permanent  
Workforce..... 213

B8: Management Positions - Distribution by Disability Status – Permanent Workforce  
..... 227

A9: Employee Recognition and Awards - Distribution by Race, Ethnicity and Sex –  
Permanent Workforce ..... 239

B9: Employee Recognition and Awards - Distribution by Disability Status – Permanent  
Workforce..... 243

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715**  
**Parts A Through E**

**Part A - Department or Agency Identifying Information**

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
Department of Veterans Affairs		810 Vermont Ave., NW	Washington	DC	20420	VA00	11DC

**Part B - Total Employment**

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	382,183	19,792	404,638 <sup>1</sup>

**Part C.1 - Head of Agency and Head of Agency Designee**

Agency Leadership	Name	Title
Head of Agency	Robert L. Wilkie	Secretary
Head of Agency Designee	James M. Byrne	Deputy Secretary of Veterans Affairs

**Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)**

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Daniel R. Sitterly	Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness		EX-00	202-461-7750	Daniel.Sitterly@va.gov

<sup>1</sup> There is a total of 2,663 employees with unknown appointment types in HR Smart.

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<b>EEO Program Staff</b>	<b>Name</b>	<b>Title</b>	<b>Occupational Series (xxxx)</b>	<b>Pay Plan and Grade (xx-xx)</b>	<b>Phone Number (xxx-xxx-xxxx)</b>	<b>Email Address</b>
Affirmative Employment Program Manager	Harvey W. Johnson	Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion		SES-00	202-461-4064	Harvey.Johnson08@va.gov
Complaint Processing Program Manager	Harvey W. Johnson	Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion		SES-00	202-461-4064	Harvey.Johnson08@va.gov
Diversity & Inclusion Officer						
Hispanic Program Manager (SEPM)	Edith Perry	Departmental Hispanic Employment Program Manager		GS-00	202-632-6968	Edith.Perry@va.gov
Women's Program Manager (SEPM)	Sehar Minhas	Departmental Federal Women's Program Manager		GS-00	202-461-4036	Sehar.Minhas@va.gov
Disability Program Manager (SEPM)	Roberto Rojo	Departmental Disability Program Manager		GS-00	202-302-5013	Roberto.Rojo@va.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Roberto Rojo	Departmental Selective Placement Program Coordinator		GS-00	202-302-5013	Roberto.Rojo@va.gov
Reasonable Accommodation Program Manager	Andree Sutton	Chief of Reasonable Accommodation Services		GS-00	347-749-1414	Andree.Sutton@va.gov

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<b>EEO Program Staff</b>	<b>Name</b>	<b>Title</b>	<b>Occupational Series (xxxx)</b>	<b>Pay Plan and Grade (xx-xx)</b>	<b>Phone Number (xxx-xxx-xxxx)</b>	<b>Email Address</b>
Anti-Harassment Program Manager	Denene Burnette	Chief of Harassment Prevention Program		GS-00	216-707-7717	Denene.Burnette@va.gov
ADR Program Manager	Perdita Johnson-Abercrombie	Eastern District Director / Interim Chief of Central ADR		GS-00	202-461-6743	Perdita.Johnson-Abercrombie@va.gov
Compliance Manager	William Preston	Manager of Policy and Compliance		GS-00	202-461-5457	William.Preston@va.gov
Principal MD-715 Preparer	Ryan Pugh	Director, Workforce Analysis		GS-00	202-461-4155	Ryan.Pugh2@va.gov
Other EEO Staff	Maxanne Witkin	Director, Office of Employment Discrimination Complaint Adjudication		SES-00	202-461-4105	Maxanne.Witkin@va.gov
Other EEO Staff	Tynnetta Lee	Departmental African American/Black Employment Program Manager		GS-00	202-461-7968	Tynnetta.Lee@va.gov
Other EEO Staff	Tynnetta Lee	Departmental Asian American/Pacific Islander (AAPI) Employment Program Manager		GS-00	202-461-7968	Tynnetta.Lee@va.gov

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<b>EEO Program Staff</b>	<b>Name</b>	<b>Title</b>	<b>Occupational Series (xxxx)</b>	<b>Pay Plan and Grade (xx-xx)</b>	<b>Phone Number (xxx-xxx-xxxx)</b>	<b>Email Address</b>
Other EEO Staff	Sehar Minhas	Departmental American Indian Alaska Native Program Manager		GS-00	202-461-4036	Sehar.Minhas@va.gov
Other EEO Staff	Sterling Akins	Departmental Lesbian, Gay, Bisexual, Transgender Program Manager		GS-00	202-461-4145	Sterling.Akins@va.gov

**Part D.1 – List of Subordinate Components Covered in this Report**

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

<b>Subordinate Component</b>	<b>City</b>	<b>State</b>	<b>Country (Optional)</b>	<b>Agency Code (xxxx)</b>	<b>FIPS Codes (xxxxx)</b>
Veterans Health Administration	Washington	DC		VATA	11 DC
Veterans Benefits Administration	Washington	DC		VALA	11 DC
National Cemetery Administration	Washington	DC		VAPA	11 DC

**Part D.2 – Mandatory and Optional Documents for this Report**

In the table below, the agency must submit these documents with its MD-715 report.

<b>Did the agency submit the following mandatory documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
Organizational Chart	Yes	

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<b>Did the agency submit the following mandatory documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
EEO Policy Statement	Yes	
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	Included in the EEO Policy Statement
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	No	Procedures are currently going through the approval process.
Alternative Dispute Resolution Procedures	Yes	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

<b>Did the agency submit the following optional documents?</b>	<b>Please respond Yes or No</b>	<b>Comments</b>
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	Yes	
Diversity Policy Statement	No	
Human Capital Strategic Plan	Yes	

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Did the agency submit the following optional documents?	Please respond Yes or No	Comments
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

**Part E – Executive Summary**

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

**Part E.1 - Executive Summary: Mission**

The Department of Veterans Affairs' (VA) mission is to fulfill President Lincoln's promise "To care for him who shall have borne the battle, and for his widow, and his orphan" by serving and honoring the men and women who are America's Veterans.

**Part E.2 - Executive Summary: Essential Element A - F**

As of the signing of this report, VA has a new VA Secretary, Denis McDonough, and Acting EEO Director/Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness, Jeffrey R. Mayo.

**Part E.3 - Executive Summary: Workforce Analyses**

**Part E.4 - Executive Summary: Accomplishments**

**Part E.5 - Executive Summary: Planned Activities**

**CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, **Jeffrey R. Mayo, Acting Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness** am the

Principal EEO Director/Official for **the Department of Veterans Affairs**

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

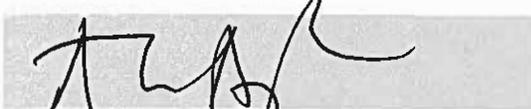
**Jeffrey Mayo**  
**1799356**

Digitally signed by Jeffrey Mayo 1799356  
Date: 2021.04.01 17:39:04 -04'00'

**April 1, 2021**

Signature of Principal EEO Director/Official  
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date



**5/10/21**

Signature of Agency Head or Agency Head Designee

Date



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**MD-715 - PART G**  
**Agency Self-Assessment Checklist**

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).

For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.



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**MD-715 - PART G**  
**Agency Self-Assessment Checklist**

<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b>			
<b>This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.</b>			
 Compliance Indicator		Measure Met? (Yes/No/NA)	Comments
 Measures			
<b>A.1</b>	<b>A.1 – The agency issues an effective, up-to-date EEO policy statement.</b>		
<b>A.1.a</b>	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency’s commitment to EEO for all employees and applicants? If “yes”, please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	The EEO policy statement was signed on August 27, 2018 by the VA Secretary, Robert Wilke, who was sworn into office on July 30, 2018. There was a delay in the issuance of the FY 2019 EEO policy statement due to approval process delays.
<b>A.1.b</b>	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.	Yes	Additionally, VA’s EEO policy statement covers transgender status, marital status, parental status, and political affiliation.
 Compliance Indicator	<b>A.2 – The agency has communicated EEO policies and procedures to all employees.</b>	Measure Met? (Yes/No/NA)	Comments
 Measures			
<b>A.2.a</b>	Does the agency disseminate the following policies and procedures to all employees:		
<b>A.2.a.1</b>	Anti-harassment policy? [see MD 715, II(A)]	Yes	The Anti-harassment policy is included in VA’s EEO policy statement and was emailed to all employees by the VA Secretary.
<b>A.2.a.2</b>	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes	

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<b>A.2.b</b>	Does the agency prominently post the following information throughout the workplace and on its public website:		
<b>A.2.b.1</b>	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes	
<b>A.2.b.2</b>	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes	
<b>A.2.b.3</b>	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	<a href="https://www.diversity.va.gov/programs/ra.aspx">https://www.diversity.va.gov/programs/ra.aspx</a>
<b>A.2.c</b>	Does the agency inform its employees about the following topics:		
<b>A.2.c.1</b>	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often and the means by which such training is delivered.	Yes	New VA employees receive this information during New Employees Orientation. Also, this information is included in the EEO Policy Statement that is signed annually and sent out to all employees in addition to being posted on VA’s website. Furthermore, each employee has to certify in VA’s training system that they have read and understand the policy statement. In-person and virtual training on this topic is also done on an as-needed basis.
<b>A.2.c.2</b>	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	New VA employees receive this information during New Employees Orientation. Also, this information is included in the EEO Policy Statement that is signed annually and sent out to all employees in addition to being posted on VA’s website. Furthermore, each employee has to certify in VA’s training system that they have read and understand the policy statement. Employees are also informed via posters posted throughout VA facilities in high-traffic areas, and training courses through Talent Management System (TMS), virtual and on-site (on an as-need basis).
<b>A.2.c.3</b>	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	VA holds monthly reasonable accommodation (RA) trainings with National RA Coordinators and quarterly trainings with Field RA Coordinators. VA also promotes the RA program through the VA Pulse network (VA’s virtual work hub).

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<b>A.2.c.4</b>	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	VA informs employees about the anti-harassment program annually.
<b>A.2.c.5</b>	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	VA informs employees about the behaviors that are inappropriate in the workplace annually.
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>A.3 – The agency assesses and ensures EEO principles are part of its culture.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>A.3.a</b>	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	The Secretary’s Annual Diversity and Inclusion Excellence Award is one example of how VA recognizes exemplary contributions by VA managers/supervisors, employees, and teams who work to create a diverse VA workforce and cultivate an inclusive VA workforce. Another example is the Secretary’s Alternative Dispute Resolution Excellence Award that recognizes any VA employee or program who has made exemplary contributions to creating an environment where employees can effectively address conflict and resolve disputes in a manner that encourages communication, promotes understanding, enhances relationships, and engages employees in problem solving.
<b>A.3.b</b>	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes	
<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION</b>			
<b>This element requires that the agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission.</b>			
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>

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<b>B.1.a</b>	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	The EEO Director has general oversight and accountability for the EEO process in VA and reports directly to the Secretary. The day-to-day operations of VA's EEO work is directly managed by the Deputy Assistant Secretary for ORMDI who reports to the Principal Deputy Assistant Secretary for HRA/OSP who reports to the EEO Director.
<b>B.1.a.1</b>	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	NA	The EEO Director reports to the agency head.
<b>B.1.a.2</b>	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
<b>B.1.b</b>	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes	
<b>B.1.c</b>	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	The EEO Director briefed the VA Secretary in July 2019.
<b>B.1.d</b>	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.2 – The EEO Director controls all aspects of the EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>B.2.a</b>	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	Yes	
<b>B.2.b</b>	Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	Yes	

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<b>B.2.c</b>	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes	
<b>B.2.d</b>	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	No	In accordance with 38 United States Code (U.S. C.) § 319, the Office of Employment Discrimination Complaint Adjudication (OEDCA), who is responsible for final agency decisions, reports directly to the VA Secretary.
<b>B.2.e</b>	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
<b>B.2.f</b>	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes	
<b>B.2.g</b>	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	Yes	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>B.3.a</b>	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes	
<b>B.3.b</b>	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	VA's 2018 – 2024 Strategic Plan states "VA will modernize its human capital management capabilities to empower and enable a diverse, fully staffed, and highly skilled workforce that consistently delivers world-class services to Veterans and their families.
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

<b>B.4.a</b>	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
<b>B.4.a.1</b>	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
<b>B.4.a.2</b>	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	No	In FY 2019, the budget to conduct a barrier analysis was approved; however, ORMDI did not have sufficient staffing.
<b>B.4.a.3</b>	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	No	VA has insufficient staffing to timely issue final agency decisions. Also, VA has insufficient staffing to process EEO complaints (mainly investigators).
<b>B.4.a.4</b>	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes	
<b>B.4.a.5</b>	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	Yes	In FY 2019, VA's Office of Diversity and Inclusion (ODI) staff conducted Technical Assistance Reviews (TARs) at six facilities to engage senior leaders, EEO officials, human resources officials, special emphasis program managers, union officials, et al. for providing assistance towards attainment of a model EEO program.
<b>B.4.a.6</b>	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	The RA Services Office provides a mechanism for internal employees and supervisors to review information on the VA pulse page that may be suitable for complex systems.
<b>B.4.a.7</b>	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	
<b>B.4.a.8</b>	to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	No	There continues to be staff shortages for implementation of the Departmental Affirmative Employment Programs, to include Special Emphasis Programs. There are currently 4 Full-

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

			Time Employees (FTEs) fulfilling these oversight roles, amongst other work obligations.
<b>B.4.a.9</b>	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
<b>B.4.a.10</b>	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	No	
<b>B.4.a.11</b>	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	No	The staff for the ORM Office of Policy and Compliance has been significantly reduced, which impacts its ability to monitor compliance with all OEDCA final agency actions involving EEOC administrative judge rulings, and all EEOC Office of Federal Operations appellate decisions.
<b>B.4.b</b>	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes	
<b>B.4.c</b>	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
<b>B.4.d</b>	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes	
<b>B.4.e</b>	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	
 <b>Compliance Indicator</b>	<b>B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
 <b>Measures</b>			
<b>B.5.a</b>	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:		
<b>B.5.a.1</b>	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
<b>B.5.a.2</b>	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes	
<b>B.5.a.3</b>	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

<b>B.5.a.4</b>	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes	
<b>B.5.a.5</b>	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>B.6 – The agency involves managers in the implementation of its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>B.6.a</b>	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes	
<b>B.6.b</b>	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	No	
<b>B.6.c</b>	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	No	
<b>B.6.d</b>	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes	
<b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>			
<b>This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.</b>			
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.1 – The agency conducts regular internal audits of its component and field offices.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>C.1.a</b>	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	VA's ODI staff conducted six TARs at various facilities in FY 2019. The TARs were conducted during the following months: January 2019; March 2019; April 2019; June 2019; August 2019; and September 2019.
<b>C.1.b</b>	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	Yes	VA's ODI staff conducted six TARs at various facilities in FY 2019. The TARs were conducted

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

			during the following months: January 2019; March 2019; April 2019; June 2019; August 2019; and September 2019.
<b>C.1.c</b>	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes	Following a TAR, a final TAR Report is issued which includes recommendations for consideration, and the facility officials are requested to follow-up with information on steps for implementing the recommendations. This may be in the form of an action plan, etc.
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.2 – The agency has established procedures to prevent all forms of EEO discrimination.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>C.2.a</b>	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC’s enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
<b>C.2.a.1</b>	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
<b>C.2.a.2</b>	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes	
<b>C.2.a.3</b>	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	
<b>C.2.a.4</b>	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes	The Harassment Prevention Program has a Microsoft SharePoint tracking system that allows EEO to quickly notify HPP of all harassment claims.
<b>C.2.a.5</b>	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <i>Complainant v. Dep’t of Veterans Affairs</i> , EEOC	No	Currently, the Agency is not able to track this data.

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.		
<b>C.2.a.6</b>	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	
<b>C.2.b</b>	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes	
<b>C.2.b.1</b>	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes	
<b>C.2.b.2</b>	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	No	
<b>C.2.b.3</b>	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes	VA's Human Resources Office ensures that all vacancy announcements contain contact information for applicants with disabilities needing RA support during the application and placement processes.
<b>C.2.b.4</b>	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes	
<b>C.2.b.5</b>	Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.	No	VA is unable to determine the percentage of timely-processed requests. There is currently no department-wide tracking mechanism that would afford the visibility needed to determine this process.
<b>C.2.c</b>	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes	VA has posted processing guidelines and procedures on the RA Community of Practice VA Pulse page and incorporated it into the RA training.
<b>C.2.c.1</b>	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	No	VA does not currently post its personal assistance services (PAS) procedures on its public website since only VA employees are eligible for these services. However, VA does post the procedures on the RA Pulse page. An updated RA/PAS

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

			Handbook anticipated in FY 2020 will be 508-compliant and viewable to an external audience.
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>C.3.a</b>	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	No	VA issued opening and closing guidance on performance plans and ratings for the Senior Executive Service (SES) cadre and is working to do the same for all managers and supervisors.
<b>C.3.b</b>	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
<b>C.3.b.1</b>	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	No	VA issued opening and closing guidance on performance plans and ratings for the Senior Executive Service (SES) cadre and is working to do the same for all managers and supervisors.
<b>C.3.b.2</b>	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	No	VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.
<b>C.3.b.3</b>	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	No	VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.
<b>C.3.b.4</b>	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	No	VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.
<b>C.3.b.5</b>	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	No	VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>C.3.b.6</b>	Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]	No	VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.
<b>C.3.b.7</b>	Support the EEO program in identifying and removing barriers to equal opportunity? [see MD-715, II(C)]	No	VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.
<b>C.3.b.8</b>	Support the anti-harassment program in investigating and correcting harassing conduct? [see Enforcement Guidance, V.C.2]	No	VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.
<b>C.3.b.9</b>	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	No	VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.
<b>C.3.c</b>	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes	
<b>C.3.d</b>	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>C.4.a</b>	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes	
<b>C.4.b</b>	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full	Yes	

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

	participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]		
<b>C.4.c</b>	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	No	
<b>C.4.d</b>	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes	
<b>C.4.e</b>	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
<b>C.4.e.1</b>	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes	
<b>C.4.e.2</b>	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
<b>C.4.e.3</b>	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	
<b>C.4.e.4</b>	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	No	
<b>C.4.e.5</b>	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>C.5.a</b>	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	Yes	
<b>C.5.b</b>	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	Yes	In FY 2019, there were 64 findings of discrimination involving 126 Responsible Management Officials (RMOs). In 61 cases, the Department was ordered to consider taking disciplinary action against the RMO. Ultimately, 18 RMOs received some form of disciplinary action while seven RMOs received counseling (VA guidance does not consider counseling to be discipline). Thirty-seven RMOs retired or resigned prior to the consideration of disciplinary action. Management considered but took no disciplinary

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

			action against 32 RMOs. There are 32 RMOs pending the consideration of disciplinary action.
<b>C.5.c</b>	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]	Yes	In cases of disability discrimination, all responsible supervisors and managers are provided training regarding the conduct and proper procedures moving forward.
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>C.6 – The EEO office advises managers/supervisors on EEO matters.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>C.6.a</b>	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes	These updates are provided during quarterly Diversity and Inclusion in VA Council meetings and on an as-needed basis.
<b>C.6.b</b>	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	
<b>Essential Element D: PROACTIVE PREVENTION</b>			
<b>This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</b>			
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>D.1.a</b>	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	
<b>D.1.b</b>	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes	
<b>D.1.c</b>	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes	

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>D.2.a</b>	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	
<b>D.2.b</b>	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	No	
<b>D.2.c</b>	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	No	
<b>D.2.d</b>	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	Yes	VA reviews complaint data, exit surveys, and the All Employee Survey.
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.3 – The agency establishes appropriate action plans to remove identified barriers.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>D.3.a</b>	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	NA	Although VA has identified triggers, we have not conducted a barrier analysis to pinpoint the actual barrier.
<b>D.3.b</b>	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	NA	Although VA has identified triggers, we have not conducted a barrier analysis to pinpoint the actual barrier.
<b>D.3.c</b>	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes	

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 <b>Compliance Indicator</b>  <b>Measures</b>	<b>D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>D.4.a</b>	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] If yes, please provide the internet address in the comments.	Yes	VA's affirmative action plan is posted on <a href="https://www.diversity.va.gov/products/reports.aspx">https://www.diversity.va.gov/products/reports.aspx</a> .
<b>D.4.b</b>	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes	All vacancy announcements include language to ensure people with disabilities (PWD) and people with targeted disabilities (PWTD) are aware they can apply through hiring authorities specific to PWDs and Disabled Veterans.
<b>D.4.c</b>	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes	
<b>D.4.d</b>	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes	Marketing is conducted through the Diversity and Inclusion VA Council Disability Committee, and a toolkit has been created to assist hiring managers with using non-competitive hiring authorities for PWDs and Disabled Veterans.

**Essential Element E: EFFICIENCY**

**This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.**

 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>E.1.a</b>	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
<b>E.1.b</b>	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes	
<b>E.1.c</b>	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(l)?	Yes	
<b>E.1.d</b>	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report,	Yes	VA's average processing time is 32 days.

**EEOC FORM**  
*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

	pursuant to MD-110, Ch. 5(l)? If so, please provide the average processing time in the comments.		
<b>E.1.e</b>	Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes	
<b>E.1.f</b>	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes	VA's investigations are 88% timely.
<b>E.1.g</b>	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	Yes	
<b>E.1.h</b>	When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	No	Insufficient staffing to issue timely final agency decisions.
<b>E.1.i</b>	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes	
<b>E.1.j</b>	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	Insufficient work is returned to the contractor for correction. Contractors are also required to explain timeliness issues immediately. For delayed cases, the contractor may be issued an Order to Produce notification which requires an explanation of the delay and how they plan to immediately address the issues. A contractor may be barred from receiving additional work should their issues with timeliness or sufficiency persist or go uncorrected.  Timeliness and quality are both measured and quantified prior to the awarding of the annual contract.
<b>E.1.k</b>	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes	
<b>E.1.l</b>	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes	

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 <b>Compliance Indicator</b>  <b>Measures</b>		<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>E.2.a</b>	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If “yes”, please explain.	Yes	The EEO complaint program and VA’s defensive function are based in two separate offices in VA and are headed by different senior executives.  OGC plays no role in the processing of EEO complaints, EEO counseling, investigations or the issuance of final agency decisions. The only legal sufficiency reviews conducted by OGC are of settlement agreements in order to ensure that the agreement contains all necessary language, such as the necessary waiver clause(s), language required under the OWBPA (when age discrimination may be at issue), payments required by DFAS, etc. OGC’s legal sufficiency review DOES NOT include a determination as to whether the settlement terms themselves are advisable.
<b>E.2.b</b>	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	The ORM/EEO office has dedicated subject matter experts at the national and district level as team leaders that serve as sufficient internal legal resources for sufficiency reviews.
<b>E.2.c</b>	If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	NA	
<b>E.2.d</b>	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes	Under MD-110 and recent EEOC decisions, Agency representatives are not permitted to participate the EEO counseling, investigations and final agency decisions related to an EEO complaint. Agency representatives may also not assist management officials in preparing affidavits, nor are they allowed to review such affidavits before submission to ORM.

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

<b>E.2.e</b>	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	NA	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>E.3.a</b>	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes	
<b>E.3.b</b>	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	
<b>E.3.c</b>	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	
<b>E.3.d</b>	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes	
<b>E.3.e</b>	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	
<b>E.3.f</b>	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>E.4.a</b>	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
<b>E.4.a.1</b>	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes	
<b>E.4.a.2</b>	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes	
<b>E.4.a.3</b>	Recruitment activities? [see MD-715, II(E)]	Yes	
<b>E.4.a.4</b>	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

<b>E.4.a.5</b>	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	No	VA is currently in the development phase of a RA tracking system. This system should be operational in July 2019.
<b>E.4.a.6</b>	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes	
<b>E.4.b</b>	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	No	
 <b>Compliance Indicator</b>  <b>Measures</b>	<b>E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>E.5.a</b>	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	Trends are monitored through monthly and quarterly reports. For example, should reports reflect that an ORM District office is not submitting procedural reviews timely, ORM will shuffle resources to ensure that EEOC timeframes are met.
<b>E.5.b</b>	Does the agency review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	VA reviewed and adopted some of the best practices found in the Office of Personnel Management (OPM) Special Emphasis Program Management Handbook.  Also, adopted best practices from the EEOC and United States Coast Guard to streamline Reports of Investigation while still providing a quality product.  VA also interacts with SEPMS from other agencies through various meetings and conferences to bring in best practices to the VA.
<b>E.5.c</b>	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes	
<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b>			
<b>This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</b>			

EEOC FORM  
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 <b>Compliance Indicator</b>  <b>Measures</b>		<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
	<b>F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.</b>		
<b>F.1.a</b>	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes	
<b>F.1.b</b>	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes	
<b>F.1.c</b>	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes	
<b>F.1.d</b>	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	
<b>F.1.e</b>	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes	
	<b>F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.</b>		
<b>F.2.a</b>	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	
<b>F.2.a.1</b>	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes	
<b>F.2.a.2</b>	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes	
<b>F.2.a.3</b>	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes	
<b>F.2.a.4</b>	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	

EEOC FORM  
*U.S. Equal Employment Opportunity Commission*

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

 <b>Compliance Indicator</b>  <b>Measures</b>	<b>F.3 - The agency reports to EEOC its program efforts and accomplishments.</b>	<b>Measure Met? (Yes/No/NA)</b>	<b>Comments</b>
<b>F.3.a</b>	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes	
<b>F.3.b</b>	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.4.a.2	VA does not have sufficient funding or qualified staffing to successfully conduct a thorough barrier analysis of its workforce.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Provide funding for barrier analysis workgroup to conduct barrier analysis.	12/31/2019		12/31/2019
10/01/2018	Hire additional staff skilled in EEO and barrier analysis.	03/31/2020	12/31/2020	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	Yes
Management and Program Analyst	Ryan Pugh	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
09/30/2019	Request funding to conduct at least 1 barrier analysis per fiscal year.	No		09/30/2019
12/31/2019	Provide funding for barrier analysis workgroup to conduct barrier analysis.	No		12/31/2019
03/31/2020	Hire additional staff skilled in EEO and barrier analysis.	No	12/31/2020	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2019	In FY 2019, the request for funding to conduct an annual barrier analysis was approved and provided in FY 2020.

EEOC FORM  
 U.S. Equal Employment Opportunity Commission  
 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

## MD-715 – Part H Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

### Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.4.a.3 E.1.h	There is insufficient staffing to timely process and comply with final agency decisions (FAD). Also, there is insufficient staffing to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, case management, and investigations.

### Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/10/2018	Hire additional staff to process FADs.	02/28/2019	06/30/2020	
12/13/2018	Hire additional staff to review and comply with FADs related to disability discrimination.	12/31/2020		
10/01/2019	Hire additional staff to proactively resolve complaints at the lowest level.	01/15/2020		

### Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Employment Discrimination Complaint Adjudication	Maxanne Witkin	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	Yes
Director, Management Services	MaryKay Collins	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/28/2018	Backfill three staff attorney positions.	Yes	11/05/2018	10/25/2019
01/01/2019	Hire two additional staff attorneys to write FADs and one support staff employee to process FADs.	Yes	06/25/2020	
02/28/2019	Explore contracting out FADs.	Yes		04/05/2019
01/23/2025	Contract out draft FADs.	Yes		
01/15/2020	Backfill all District administrative positions.	Yes		
02/01/2020	Hire two additional Investigators per District to investigate EEO complaints	Yes		
03/01/2020	Hire one additional mediator per District to assist with off-site mediation.	Yes		
04/01/2020	Hire additional counselors in each District to assist with the 1-800 line that triages callers to the proper forum and to resolve complaints at the informal stage.	Yes		

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
12/31/2020	Hire additional staff to review and comply with FADs related to disability discrimination.	Yes		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2018	Overall, VA received 1,660 requests for decisions, a 45% increase from FY 2017. VA closed 1,248 of these cases, which is an 11% increase from FY 2017. Efforts to prioritize cases where complainants requested a FAD resulted in an 18% increase in the number of timely issued FADs. VA increased the number of timely issued FADs where complainants requested a FAD despite a 45% increase in overall cases received and the inability to back-fill attorney positions in FY 2018.
2019	In FY 2019, there was a 36% increase in case receipts for OEDCA. OEDCA backfilled staff attorney positions, triaged cases and contracted out cases for draft FADs to another agency. Despite the increase in case receipts, OEDCA's case production increased and OEDCA's reversal rate remains low at less than .5%.



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.4.a.8	There is insufficient staffing to effectively administer the special emphasis programs.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/07/2018	Increase staffing for Departmental Special Emphasis Programs.	12/31/2020		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	Yes
Director, Outreach and Retention	Karen M. Basnight	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
06/30/2020	Obtain approval for additional full-time equivalents (FTE).	No		
12/31/2020	Fill 2 Special Emphasis Program (SEP) vacancies that VA currently has.	No		
12/31/2020	Fill all remaining vacancies to ensure effective, efficient, and well-managed SEPs.	No		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2019	An individual who completed a rotational assignment in the Office of Diversity and Inclusion through OPM's Presidential Management Fellows Program was later converted to a career appointment. Subsequently, the individual was assigned to the position of Program Specialist and serves as the Departmental American Indian and Alaska Native Program Manager and the Federal Women's Program Manager.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.4.a.10	There is insufficient staffing to effectively manage the reasonable accommodation program.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/13/2018	Hire additional staff to support the reasonable accommodation program.	12/31/2020		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	Yes
Chief of Reasonable Accommodation	Andréé Sutton	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
12/31/2020	Hire additional staff to support all aspects of the reasonable accommodation program.	No		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2019	The Reasonable Accommodation Staff Office (RASO) hired a management analyst to aid in the development of the system and monitor and track RA data once the system is developed.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.4.a.11	There is insufficient staffing to effectively manage the monitoring of compliance with EEOC orders.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/01/2019	Hire additional staff to support the Office of Resolution Management, Office of Policy and Compliance.	12/31/2020		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	Yes
Chief of Policy and Compliance	William Preston	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
12/31/2020	Hire additional staff to support all aspects of EEOC compliance and compliance monitoring.	No		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>

EEOC FORM  
 U.S. Equal Employment Opportunity Commission  
 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

## MD-715 – Part H Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

### Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.6.b B.6.c C.4.e.4	Due to the absence of a barrier analysis workgroup, neither senior managers nor the HR office in VA participate in the barrier analysis process or the development of agency EEO action plans.

### Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Collaborate with the HR office to identify and remove barriers to equal opportunity in the workplace.	09/30/2019	12/31/2020	
10/01/2018	Have senior managers participate in the barrier analysis process.	09/30/2020	12/31/2020	

### Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Management and Program Analyst	Ryan Pugh	Yes
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer	Tracey Therit	No

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/28/2019	Invite representatives from HR to participate in the MD-715 quarterly stakeholder's meetings.	Yes		06/28/2019
07/31/2019	Invite senior managers, from the appropriate offices, and HR officials to participate on the barrier analysis workgroup.	Yes	12/31/2020	
09/30/2019	VA will hold a MD-715 quarterly stakeholder's meeting.	Yes		09/30/2019

**Report of Accomplishments**

Fiscal Year	Accomplishments
2019	VA's HR Office will participate on the Barrier Analysis workgroup when it is created in FY 2020.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.a.4	The EEO office does not inform the anti-harassment program of all EEO counseling activity alleging harassment.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/19/2018	Implement a process by which the EEO office will inform the anti-harassment program of all EEO counseling activity alleging harassment.	06/28/2019		07/17/2019

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Harassment Prevention Program	Denene Burnette	No
Business Operations Director	Dan Malloy	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
03/01/2019	Meet with Business Operations to go over requirements for the EEO harassment complaints report.	Yes		04/25/2019
03/29/2019	Develop the report.	Yes		07/17/2019
06/28/2019	Begin receiving the report monthly.	Yes		05/03/2019

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2019	The Harassment Prevention Program (HPP) office is aware of all EEO counseling activity alleging harassment. HPP developed a SharePoint tracking system that allows the EEO department to notify HPP of all harassment claims and to report trends that show where allegations of harassment activity are occurring VA-wide. Additionally, HPP began receiving data reports ahead of its target date.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.a.5	VA does not have a system to track whether the agency conducts prompt inquiries of harassment allegations initially raised in the EEO complaint process.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/19/2018	Create a program that will track processing time to conduct an inquiry of harassment allegations raised in the EEO complaint process.	09/30/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Harassment Prevention Program	Denene Burnette	No
Business Operations Director	Dan Malloy	No

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
05/31/2019	Meet with Business Operations to review requirements for the Response time report.	Yes		05/31/2019

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
09/30/2021	Develop the report.	Yes		
09/30/2021	Begin receiving the report monthly.	Yes		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.b.2	VA does not have a firewall between the RA Program Manager and the EEO Director.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Sufficient Funding & Staffing? (Yes or No)	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
02/12/2020	Establish firewall between RA Program Manager and the EEO Director.	No	04/03/2020		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Reasonable Accommodation	Andréé Sutton	No
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
02/28/2020	Identify the firewall needed between the RA Program Manager and the EEO Director.		
03/31/2020	Implement the firewall.		

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

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**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.b.5 E.4.a.5	There is no system in place to accurately collect, monitor, and analyze the processing of all accommodation requests.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/13/2018	Deploy a standardized system to track reasonable accommodation requests across the VA.	07/31/2019	12/31/2020	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Reasonable Accommodation	Andréé Sutton	Yes
Business Operations Director	Dan Malloy	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
05/31/2019	Develop an enterprise-wide system to track reasonable accommodation requests.	No	02/28/2020	
06/28/2019	Test the system.	No	07/01/2020	
07/31/2019	Deploy the system.	No	12/31/2020	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2018	VA has gathered system requirements and established rules regarding mandatory usage of system.
2019	The RASO hired a management analyst to aid in the development of the system and monitor and track RA data once the system is developed.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

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**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.c.1	Procedures for processing requests for personal assistance services (PAS) are not posted on VA's public website.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Post PAS procedures on VA's public website.	09/30/2019	02/17/2020	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Reasonable Accommodation Services	Andréé Sutton	Yes
Communications Specialist	Yvonne Rannels	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
06/28/2019	Direct Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness to sign off on the personal assistance services procedures.	Yes	02/01/2020	
09/30/2019	Post procedures on VA's public website.	Yes	02/17/2020	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2019	Content contained on the VA Pulse Community of Practice provides RA specific policy guidance, operational procedures, blogs, presentations, and additional resource available for in-service trainings, and individual access for supervisors and managers to garner knowledge regarding the RA process.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.3.a C.3.b.1 C.3.b.2 C.3.b.3 C.3.b.4 C.3.b.5 C.3.b.6 C.3.b.7 C.3.b.8 C.3.b.9	All managers and supervisors do not have an element in their performance appraisals that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program. Therefore, rating officials do not evaluate them on such.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Update all manager's and supervisor's performance plans with an EEO element.	10/01/2019	10/01/2020	
10/01/2018	Require all rating officials to evaluate all managers and supervisors on the EEO element.	09/30/2020	09/30/2021	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness	Daniel R. Sitterly	Yes
Chief Human Capital Officer	Tracey Therit	Yes
Acting Director, Employee Relations and Performance Management Service	Jennifer A. Hayek	Yes
Executive Director, Corporate Senior Executive Management Office	Carrie Johnson-Clark	Yes
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	Yes
Director, Workforce Analysis	Ryan Pugh	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/28/2019	Develop mandatory language to include in all manager's and supervisor's performance plans under an EEO element.	Yes	06/30/2020	
07/31/2019	Obtain senior leadership approval of the language.	Yes	07/31/2020	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
10/01/2019	Place EEO element into manager's and supervisor's performance plans enterprise-wide.	Yes	10/01/2020	
10/01/2019	Update HR guidance mandating the EEO element enterprise-wide.	Yes	10/01/2020	
10/01/2019	Update HR guidance for rating officials to evaluate managers and supervisors on their performance under the EEO element.	Yes	10/01/2020	
12/31/2019	Provide training for managers and supervisors on what is required from the EEO element.	Yes	06/30/2021	
12/31/2019	Provide training for rating officials on what to look for when rating managers and supervisors on the EEO element.	Yes	06/30/2021	
09/30/2020	Evaluate all managers and supervisors on the EEO element.	Yes	09/30/2021	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2018	The SES cadre has an element in their performance plans that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program. VA is working to implement this for all managers and supervisors.



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.4.b D.2.b D.2.c	<p>VA has not established timetables/schedules to review, at regular intervals, its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation by all EEO groups.</p> <p>In addition, VA does not consider whether any group of employees or applicants may be negatively impacted prior to making human resource decisions, such as reorganizations and realignments.</p>

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Establish a timetable to review merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation by all EEO groups at regular intervals.	09/30/2019		10/09/2018
10/01/2018	Establish a way to examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability.	09/30/2020		
10/01/2018	Review human resource decisions to see if any group of employees or	09/30/2020		

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Date Initiated</b> (mm/dd/yyyy)	<b>Objective</b>	<b>Target Date</b> (mm/dd/yyyy)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Date Completed</b> (mm/dd/yyyy)
	applicants might be negatively impacted.			

**Responsible Official(s)**

<b>Title</b>	<b>Name</b>	<b>Performance Standards Address the Plan?</b> (Yes or No)
Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness	Daniel R. Sitterly	Yes
Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion	Harvey W. Johnson	No
Chief Human Capital Officer	Tracey Therit	No

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
09/30/2019	VA will establish a timetable/schedule to review merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices at regular intervals.	Yes		10/09/2018
09/30/2019	VA will establish a Diversity and Inclusion Impact Analysis workgroup to conduct pre-decisional analyses on policies, actions, and decisions.	Yes	09/30/2020	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
09/30/2019	VA will distribute a memo enterprise-wide requiring policies, actions, and decisions to be reviewed by the Diversity and Inclusion Impact Analysis workgroup prior to becoming effective.	Yes	09/30/2020	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2019	VA issued Directive 0999 which states that all VA directives (policies) and handbooks (procedures) must be recertified/reviewed within 5 years of issuance to ensure it reflects current policies and procedures.



EEOC FORM  
 U.S. Equal Employment Opportunity Commission  
 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

## MD-715 – Part H Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

### Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.4.c	The EEO office does not have timely access to accurate and complete data (e.g., demographic data for workforce, training programs, etc.) required to prepare the MD-715 workforce data tables.

### Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Correct inaccuracies in HR current data.	03/31/2020		
10/01/2018	Ensure the EEO office has the required data needed for the MD-715 data tables and report.	09/30/2021		

### Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Associate Deputy Assistant Secretary for Human Resources Systems and Analytics	Joseph Thele	Yes
Management and Program Analyst	Ryan Pugh	Yes

**EEOC FORM  
U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Lead, Management and Program Analyst with VHA Support Service Center	Scott Schimetz	Yes
Executive Director, Corporate Senior Executive Management Office	Carrie Johnson-Clark	No

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Identify and discuss MD-715 data requirements to include career development opportunities housed at the department level.	Yes	02/28/2020	
09/30/2019	Conduct a National campaign to clean up inaccuracies in current HR data.	Yes		09/30/2019
03/31/2020	Discuss a mechanism that can be used to collect the required data for the MD-715 report.	Yes		
09/30/2020	Implement the chosen mechanism.	Yes		
09/30/2021	Receive data from the system for the MD-715 report.	Yes		

**Report of Accomplishments**

Fiscal Year	Accomplishments

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.4.e.2	The HR office does not collaborate with the EEO office regarding outreach and recruiting initiatives.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/07/2018	Increase collaboration between HR and EEO regarding outreach and recruiting initiatives.	09/30/2020		09/30/2019

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer	Tracey Therit	No
Director, Outreach and Retention	Karen M. Basnight	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
06/28/2019	Conduct a meeting between HR and EEO regarding support for outreach and recruitment initiatives.	Yes		06/28/2019
09/30/2019	Create a plan to increase the collaboration.	Yes		06/28/2019
09/30/2020	Implement the plan.	Yes		06/28/2019

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2019	VA's Office of Diversity and Inclusion staff participated in diversity outreach with external affinity organizations and colleges/universities whereby, human resources staff was engaged for various events to collaborate on providing audiences with materials pertaining to career opportunities, Veterans benefits, etc.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.4.e.5	The EEO office does not collaborate with the HR office to assist in preparing the MD-715 report.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Ensure representatives from the HR office assist in preparing the MD-715 report.	09/30/2019		09/30/2019

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer	Tracey Therit	No
Management and Program Analyst	Ryan Pugh	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing?</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
07/31/2019	Identify the correct points of contact (POC) to participate in the quarterly MD-715 stakeholder's meetings.	Yes		07/31/2019
08/30/2019	Invite POCs to the MD-715 stakeholder's meetings.	Yes		08/30/2019
09/30/2019	Schedule a MD-715 stakeholder's meeting.	Yes		09/30/2019

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2019	The HR Office is actively involved in preparing the MD-715 report. The EEO Office has a meeting with the HR Office every year to complete the MD-715 report. The HR Office is also apart of the MD-715 quarterly stakeholder meetings.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

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If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – D.1.c	VA does not conduct exit interviews that include questions regarding how the agency could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Create and implement an exit survey that includes questions aimed at figuring out ways we can improve inclusion, retention, and advancement efforts of individuals with disabilities.	07/01/2019		08/01/2019

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Human Capital Systems and Services	Crystal Cruz	Yes
Director, Workforce Planning and Analysis	Lisa Charette	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Lead, Management and Program Analyst with VHA Support Service Center	Scott Schimetz	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/01/2019	Edit/Update the current VA exit survey.	Yes		03/01/2019
05/24/2019	Obtain senior leaders, OGC, and the Unions approval of the exit survey.	Yes		05/24/2019
07/01/2019	Place the new exit survey in production.	Yes		08/01/2019

**Report of Accomplishments**

Fiscal Year	Accomplishments
2018	The initial draft of the project charter for the VA Entrance and Exit Survey Content Revision Project was created.
2019	The exit survey has been updated and placed into production.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

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If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – E.4.b	VA does not have a system in place to re-survey the workforce on a regular basis.

**Objective(s) and Dates for EEO Plan**

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Implement a mechanism to resurvey the workforce on a regular basis.	03/31/2021		

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Associate Deputy Assistant Secretary for Human Resources Systems and Analytics	Joseph Thele	No
Director, Outreach and Retention	Karen M. Basnight	No
Management and Program Analysis	Ryan Pugh	No

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**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/01/2020	Develop an electronic self-reporting tool for employees to verify and change their race, ethnicity, gender, and disability status that functions within HR Smart.	Yes		
03/31/2021	Implement the self-reporting tool.	Yes		

**Report of Accomplishments**

Fiscal Year	Accomplishments

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part I**  
**Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Table	Table A1	Less than expected participation rates for Hispanic males (3.14%) and females (3.81%) when compared to the relevant civilian labor force (RCLF) (8.82% and 6.01%, respectively).

**EEO Group(s) Affected by Trigger**

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	No
White Females	No
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

EEO Group	Affected by Trigger? (Yes or No)
Two or More Races Females	No

**Barrier Analysis Process**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Less than expected participation rates for Hispanic males (3.14%) and females (3.81%) when compared to the RCLF (8.82% and 6.01%, respectively).  Hispanic males (2.86%) and females (3.92%) have less than expected hiring rates when compared to their RCLF.
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

**Status of Barrier Analysis Process**

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Statement of Identified Barrier(s)**

Description of Policy, Procedure, or Practice
The specific policy, procedure, or practice causing the less than expected participation rates for Hispanic males and females is currently not known. Further analysis is needed.

**Objective(s) and Dates for EEO Plan**

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Complete a barrier analysis to identify the specific policy, procedure, or practice that could be causing this trigger.	12/31/2018	09/30/2020	No	09/30/2021	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Outreach and Retention	Karen M. Basnight	No
Management and Program Analyst	Ryan Pugh	Yes

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	VA will establish a barrier analysis working group.	Yes	09/30/2020	
06/30/2020	VA's Barrier Analysis Working Group will conduct a thorough investigation of relevant policies, procedures, and practices to determine the causes of the identified disparities with Hispanic males and females.	No	06/30/2021	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
09/30/2020	VA's Barrier Analysis Working Group will devise a plan to eliminate the identified barrier.	Yes	09/30/2021	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2018	<p>VA participated in the League of United Latin American Citizens (LULAC) Federal Training Institute Partnership. Training included workshops that focused on leadership development, management skills, and competencies that are linked to the Executive Core Qualifications. Senior leaders also participated and volunteered as mentors in the SES Roundtable Discussion &amp; Speed Mentoring Session.</p> <p>In addition, VA also participated in LULAC's 89th Annual National Convention and Exposition.</p>

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part I**  
**Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

<b>Source of the Trigger</b>	<b>Specific Workforce Data Table</b>	<b>Narrative Description of Trigger</b>
Workforce Data Tables	Table A4	Less than expected participation rates for Hispanic males and females (2.39% and 0.53%, respectively), White and Black females (26.86% and 5.59%, respectively), Asian males and females (1.60% and 1.33%), Native Hawaiian or Other Pacific Islander males (0.00%), and American Indian or Alaska Native females (0.80%) in the Senior Executive Service.

**EEO Group(s) Affected by Trigger**

<b>EEO Group</b>	<b>Affected by Trigger? (Yes or No)</b>
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	No
White Females	Yes
Black or African American Males	No
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	Yes
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	Yes

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

EEO Group	Affected by Trigger? (Yes or No)
Two or More Races Males	No
Two or More Races Females	Yes

**Barrier Analysis Process**

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Less than expected participation rates for Hispanic males and females (2.39% and 0.53%, respectively), White and Black females (26.86% and 5.59%, respectively), Asian males and females (1.60% and 1.33%), Native Hawaiian or Other Pacific Islander males (0.00%), and American Indian or Alaska Native females (0.80%) in the Senior Executive Service.
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

**Status of Barrier Analysis Process**

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Statement of Identified Barrier(s)**

Description of Policy, Procedure, or Practice
The specific policy, procedure, or practice causing the less than expected participation rates in the Senior Executive Service is currently not known. Further analysis is needed.

**Objective(s) and Dates for EEO Plan**

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Complete a barrier analysis to identify the specific policy, procedure, or practice that could be causing this trigger.	12/31/2018	9/30/2020	No	09/30/2022	

**Responsible Official(s)**

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Corporate Senior Executive Management Office	Carrie Johnson-Clark	No
Management and Program Analyst	Ryan Pugh	Yes
Director, Outreach and Retention	Karen M. Basnight	No

**Planned Activities Toward Completion of Objective**

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	VA will establish a barrier analysis working group.	Yes	09/30/2021	
06/30/2020	VA's Barrier Analysis Working Group will conduct a thorough investigation of relevant policies, procedures, and	No	06/30/2022	

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Funding &amp; Staffing? (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
	practices to determine the causes of the identified disparities.			
09/30/2020	VA's Barrier Analysis Working Group will devise a plan to eliminate the identified barrier.	Yes	09/30/2022	

**Report of Accomplishments**

<b>Fiscal Year</b>	<b>Accomplishments</b>
2018	Information was disseminated throughout VA to the Diversity Council and Special Emphasis distribution groups regarding the Senior Executive Service Candidate Development Program.

## MD-715 – Part J

### Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

#### Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.
  - a. Cluster GS-1 to GS-10 (PWD) Yes  No
  - b. Cluster GS-11 to SES (PWD) Yes  No

The percentage of PWD in the GS-11 to SES cluster was 9.92% in FY 2019, which fell below the goal of 12%.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.
  - a. Cluster GS-1 to GS-10 (PWTD) Yes  No
  - b. Cluster GS-11 to SES (PWTD) Yes  No

The percentage of PWTD in the GS-11 to SES cluster was 1.40% in FY 2019, which fell below the goal of 2%.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The numerical goals and additional information about the Disability Program and resources are available on the Office of Diversity and Inclusion (ODI) Web page.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Section II: Model Disability Program**

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

**A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM**

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Yes       No

VA currently has one staff member to oversee all aspects of the National Disability Program with the exception of oversight of the National Reasonable Accommodation Program and Section 508 compliance. VA is in the process of adding staff members in addition to the requested detailees to assist in supporting the needs associated with the Disability Program to meet workforce and policy demands.

2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	1	0	400	Roberto Rojo, National Disability Program Manager
Answering questions from the public about hiring authorities that take disability into account	1	0	400	Roberto Rojo, National Disability Program Manager
Processing reasonable accommodation requests from applicants and employees	1	0	400	André M. Sutton, Chief of Reasonable Accommodation, Office of Resolution Management, <a href="mailto:Andree.Sutton@va.gov">Andree.Sutton@va.gov</a>
Section 508 Compliance	25	0	0	Pat Sheehan, Director, VA Section 508 Office,

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

				Office of Information and Technology, <a href="mailto:Pat.Sheehan@va.gov">Pat.Sheehan@va.gov</a>
Architectural Barriers Act Compliance	1	0	10	Roberto Rojo, National Disability Program Manager
Special Emphasis Program for PWD and PWTD	1	0	300	Roberto Rojo, National Disability Program Manager

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Yes  No

In FY 2019, the National Disability Program Manager received training by the (1.) Multi-agency Task Force on Increasing Employment Opportunities for People with Disabilities; (2.) Office of Personnel Management, USA Staffing Resource Center, Reports and Analytics, Talent Acquisition System for Federal Agencies, Applicant Flow Data Staffing Reports; (3.) Employment Learning Innovations, Civil Treatment Workplace, Civil Treatment for Leaders, and Civil Treatment for Employees, Human Resources (HR) Certification received for 20 HR General Credit Hours by the HR Certification Institute. Additionally, the Chief of Reasonable Accommodation also attended training by NELI focused on disability law in the area of reasonable accommodations. (I cannot confirm training attended by the Chief of Reasonable Accommodation.)

**B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM**

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Yes  No

Currently, there are no plans to ensure sufficient funding for the disability program.

**Section III: Plan to Recruit and Hire Individuals with Disabilities**

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES**

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

VA works regularly with Veterans, to include disabled Veterans, through the Vocational Rehabilitation and Employment (VR&E) Program and through the Veterans Employment Service Office (VESO), to assist Veterans with seeking employment. VR&E also assists Disabled Veterans with job-related training that may assist them with building skills to assist with employment. VESO works with 9 assigned coordinators who work with Veterans with disabilities, to include those with targeted disabilities, to support them with seeking employment, and provide services such as assistance with resume writing and resume review. Additionally, there is a National Selective Placement Program (SPP) Manager, Administration-level SPP Managers, and SPP Coordinators (SPPC) at every VA facility who assist PWD and PWTD with employment opportunities using the Schedule A hiring authority.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

SPPC and Managers have increased awareness of the Schedule A hiring authority through marketing. Standard training for VA SPPCs is being further developed.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

The SPPC receives the individual's resume and schedule A letter and reviews it to ensure eligibility. Once confirmed, the SPPC forwards the resume to the hiring manager of an open, vacant position for consideration and advises the hiring manager of the benefits of using this non-competitive hiring authority.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Yes  No  N/A

The SPPC training, currently in development, will be offered to VA hiring managers to ensure VA HR content/context is unilaterally processed.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS**

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

VA places the onus on each facility to ensure they are partnering with and marketing employment opportunities to external organizations such as state and local Disability Committees, Commissions, Department of Labor, and organizations as well as the disability offices at local colleges and universities.

At the Department-level, VA is pursuing establishing memoranda of understanding with local universities that have a high student population of PWD and PWTD. Once the policy document on Section 504 is published, VA will establish a stakeholders group, which will include several disability and disabled Veterans affinity group leadership.

**C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)**

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

- |   |                              |  |
|---|------------------------------|--|
| a. New Hires for Permanent Workforce (PWD)  | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| b. New Hires for Permanent Workforce (PWTD) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- |                             |   |                             |                              |
|-----------------------------|---|-----------------------------|------------------------------|
| a. New Hires for MCO (PWD)  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |
| b. New Hires for MCO (PWTD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |

As compared to the benchmark, triggers exist for PWD in the Medical Officer occupation.  
For PWTD, triggers exist in the Psychology, Human Resources Management, Medical Officer, Nurse, Practical Nurse, Physical Therapist, Medical Technologist, and Pharmacist occupations.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD)                      Yes     No     N/A
- b. Qualified Applicants for MCO (PWTD)                      Yes     No     N/A

As compared to the benchmark, triggers exist for PWD in the Psychology, Human Resources Management, Medical Officer, Physician’s Assistant, Nurse, Practical Nurse, Occupational Therapist, Physical Therapist, Medical Technologist, Pharmacist, Veterans Claims Examining, Contracting, Information Technology Management, and Cemetery Caretaking occupations.

For PWTD, triggers exist in the Medical Officer occupation.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD)                                      Yes     No     N/A
- b. Promotions for MCO (PWTD)                                      Yes     No     N/A

As compared to the benchmark, triggers exist for PWD in the Medical Officer occupation.

For PWTD, triggers exist in the Psychology, Human Resources Management, Medical Officer, Nurse, Practical Nurse, Occupational Therapist, Physical Therapist, Medical Technologist, Pharmacist, Veterans Claims Examining, Information Technology Management, Cemetery Caretaking occupations.

## Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

### **A. ADVANCEMENT PROGRAM PLAN**

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.



**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

b. Selections (PWD)                      Yes                       No                       N/A

VA is working to collect this data enterprise-wide.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD)                      Yes                       No                       N/A   
b. Selections (PWTD)                      Yes                       No                       N/A

VA is working to collect this data enterprise-wide.

**C. AWARDS**

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD)                      Yes                       No   
b. Awards, Bonuses, & Incentives (PWTD)                      Yes                       No

In FY 2019, VA identified triggers involving the percentage of PWD who received time-off awards (11 - 20 hours, and 21 – 30 hours) and cash awards (\$501 - \$999, \$1,000 - \$1,999, \$2,000 - \$2,999, \$3,000 - \$3,999, \$4,000 - \$4,999, and \$5,000 or more).

Also, VA identified triggers involving the percentage of PWTD who received time-off awards (11 -20 hours, 21 – 30 hours, and 31 – 40 hours) and cash awards (\$501 - \$999, \$1,000 - \$1,999, \$2,000 - \$2,999, \$3,000 - \$3,999, and \$5,000 or more).

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD)                      Yes                       No   
b. Pay Increases (PWTD)                      Yes                       No

In FY 2019, VA identified a trigger involving the percentage of PWD who received performance-based increases. Also, VA identified triggers involving the percentage of PWTD who received quality step increases and performance-based increases.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (PWD)    Yes     No     N/A
- b. Other Types of Recognition (PWTD)    Yes     No     N/A

**D. PROMOTIONS**

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

- i. Qualified Internal Applicants (PWD)    Yes     No     N/A
- ii. Internal Selections (PWD)    Yes     No     N/A

b. Grade GS-15

- i. Qualified Internal Applicants (PWD)    Yes     No     N/A
- ii. Internal Selections (PWD)    Yes     No     N/A

c. Grade GS-14

- i. Qualified Internal Applicants (PWD)    Yes     No     N/A
- ii. Internal Selections (PWD)    Yes     No     N/A

d. Grade GS-13

- i. Qualified Internal Applicants (PWD)    Yes     No     N/A
- ii. Internal Selections (PWD)    Yes     No     N/A

In FY 2019, the percentage of PWD among the qualified internal applicants for grades GS-15, 14, and 13 fell below the benchmark. Also, the percentage of PWD among the selectees for promotion at grades GS-15 and 14 fell below the benchmark.

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. SES
    - i. Qualified Internal Applicants (PWTD)    Yes     No     N/A
    - ii. Internal Selections (PWTD)            Yes     No     N/A
  - b. Grade GS-15
    - i. Qualified Internal Applicants (PWTD)    Yes     No     N/A
    - ii. Internal Selections (PWTD)            Yes     No     N/A
  - c. Grade GS-14
    - i. Qualified Internal Applicants (PWTD)    Yes     No     N/A
    - ii. Internal Selections (PWTD)            Yes     No     N/A
  - d. Grade GS-13
    - i. Qualified Internal Applicants (PWTD)    Yes     No     N/A
    - ii. Internal Selections (PWTD)            Yes     No     N/A

In FY 2019, the percentage of PWTD among the selectees for promotion at SES and grades GS-15, 14, and 13 fell below the benchmark.
--

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires to SES (PWD)            Yes     No     N/A
  - b. New Hires to GS-15(PWD)        Yes     No     N/A
  - c. New Hires to GS-14 (PWD)        Yes     No     N/A
  - d. New Hires to GS-13(PWD)        Yes     No     N/A

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**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

In FY 2019, the percentage of PWD among the new hires at SES and grade GS-15 fell below the benchmark.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- |                              |   |  |                              |
|------------------------------|---|--|------------------------------|
| a. New Hires to SES (PWTD)   | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | N/A <input type="checkbox"/> |
| b. New Hires to GS-15 (PWTD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | N/A <input type="checkbox"/> |
| c. New Hires to GS-14 (PWTD) | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/> |
| d. New Hires to GS-13 (PWTD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | N/A <input type="checkbox"/> |

In FY 2019, the percentage of PWTD among the new hires at SES and grade GS-15 and 14 fell below the benchmark.

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- |  |                              |                             |   |
|--|------------------------------|-----------------------------|---|
| a. Executives                          |                              |                             |   |
| i. Qualified Internal Applicants (PWD) | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| ii. Internal Selections (PWD)          | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| b. Managers                            |                              |                             |   |
| i. Qualified Internal Applicants (PWD) | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| ii. Internal Selections (PWD)          | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| c. Supervisors                         |                              |                             |   |
| i. Qualified Internal Applicants (PWD) | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| ii. Internal Selections (PWD)          | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |

OPM’s USA-Staffing applicant flow system currently does not provide the necessary information.

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**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD)    Yes     No     N/A

ii. Internal Selections (PWTD)            Yes     No     N/A

b. Managers

i. Qualified Internal Applicants (PWTD)    Yes     No     N/A

ii. Internal Selections (PWTD)            Yes     No     N/A

c. Supervisors

i. Qualified Internal Applicants (PWTD)    Yes     No     N/A

ii. Internal Selections (PWTD)            Yes     No     N/A

OPM's USA-Staffing applicant flow system currently does not provide the necessary information.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD)            Yes     No     N/A

b. New Hires for Managers (PWD)            Yes     No     N/A

c. New Hires for Supervisors (PWD)            Yes     No     N/A

OPM's USA-Staffing applicant flow system currently does not provide the necessary information.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

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**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

- a. New Hires for Executives (PWTD)      Yes     No     N/A
- b. New Hires for Managers (PWTD)      Yes     No     N/A
- c. New Hires for Supervisors (PWTD)    Yes     No     N/A

OPM's USA-Staffing applicant flow system currently does not provide the necessary information.

**Section V: Plan to Improve Retention of Persons with Disabilities**

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

**A. VOLUNTARY AND INVOLUNTARY SEPARATIONS**

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Yes       No       N/A

VA was unable to verify if all eligible Schedule A employees with a disability were converted into the competitive service after two years of satisfactory service.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

- a. Voluntary Separations (PWD)      Yes     No
- b. Involuntary Separations (PWD)      Yes     No

In FY 2019, triggers exist for PWD (12.50%) who voluntarily separated from VA, as compared to the rate of persons without disabilities (9.22%) and for PWD (2.04%) who involuntarily separated from VA, as compared to the rate of persons without disabilities (0.90%).

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

- a. Voluntary Separations (PWTD)      Yes     No

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

b. Involuntary Separations (PWTD) Yes  No

In FY 2019, triggers exist for PWTD (13.83%) who voluntarily separated from VA, as compared to the rate of persons without targeted disabilities (9.68%) and for PWTD (2.94%) who involuntarily separated from VA, as compared to the rate of persons without targeted disabilities (1.06%).

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using *exit interview results and other data sources*.

In FY 2019, the top three most important reasons PWD voluntarily left VA was due to personal health issues, unethical behavior on the part of leadership or the organization, and opportunity for advancement.

The top three most important reasons PWTD voluntarily left VA was due to personal health issues, personal/family matters such as caring for a parent or a child, poor working relationship with supervisor or co-worker(s) (tied for second), and unethical behavior on the part of leadership or the organization.

## **B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES**

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

The VA Secretary's EEO, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement, most recently signed on August 27, 2018, contains employee and applicant rights under all Sections of the Rehabilitation Act, to include section 508 and can be found at <https://www.diversity.va.gov/policy/statement.aspx>. Additional information can be found at the VA Section 508 Office Website at <https://www.section508.va.gov/index.asp>.

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

Currently, VA does not have a link explaining employees' and applicants' rights under the Architectural Barriers Act. However, we are working to correct this.

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**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

VA's final updated internal RA policy is currently moving through the approval process. VA's current RA policy is still active, meeting the requirement of the Rehabilitation Act of 1973. VA is working to expand oversight of section 504 and implement policy to ensure access by the public to VA activities, services, and benefits. Also, the Diversity and Inclusion at VA Council Disability Committee is working to create internal policy for selective placement, to include Schedule A. In addition, the Section 508 Office has increased to more than twice its size since FY 2017 to ensure electronic accessibility of internal systems and electronic documents.

### **C. REASONABLE ACCOMMODATION PROGRAM**

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

VA is unable to determine the average time frame for processing initial requests for reasonable accommodations. VA is developing a RA tracking system to monitor timeliness of requests. This system is expected to be operational in FY 2020.

RA must be processed within 30 calendar days for employees and 10 calendar days for processing applications according to the current VA Handbook 5975.1, dated Nov 2013.

The handbook will be revised in FY 2020 and the timeframe will shift to 30 business days for employee's RA and PAS requests and 10 business days for applicants RA requests. PAS is not afforded during the applicant phase.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

During this reporting period the VA has implemented a RA and PAS Clinic process. The RA/PAS clinics afford managers and reasonable accommodation coordinators to discuss complex cases with the agency dedicated subject matter expert. This proactive approach and supportive measure have improved the relationship with management and employees and minimized risks to the Department related to timeliness and effective accommodations.

The VA has conducted over 125 supervisor and manager RA/PAS training sessions. In FY 2019, more than 4,800 supervisors and managers were trained in both in person and webinar formats.

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**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE**

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

During this reporting period the VA has implemented a RA and PAS Clinic process. The RA/PAS clinics afford managers and reasonable accommodation coordinators to discuss complex cases with the agency dedicated subject matter expert. This proactive approach and supportive measure have improved the relationship with management and employees and minimized risks to the Department related to timeliness and effective accommodations.

The VA has conducted over 220 live training sessions related to RA and PAS during this timeframe.

**Section VI: EEO Complaint and Findings Data**

**A. EEO COMPLAINT DATA INVOLVING HARASSMENT**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?  
Yes  No  N/A
2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?  
Yes  No  N/A
3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

In FY 2019, there is 36.6% PWD who filed complaints at the VA.  
Training for all individuals involved;  
Consideration of disciplinary action for involved management officials;  
Make-whole relief for the complainant;  
Posting a notice of the violation;  
Payment of attorney fees (if represented)

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**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Yes  No  N/A

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Yes  No  N/A

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

In FY 2019, 35% of PWD alleged failure to provide a reasonable accommodation at the VA. The VA had 967 total disability cases and 339 disability RA cases.

Providing a reasonable accommodation to the complainant

Training for all individuals involved;

Consideration of disciplinary action for involved management officials;

Make-whole relief for the complainant;

Posting a notice of the violation;

Payment of attorney fees (if represented)

**Section VII: Identification and Removal of Barriers**

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Yes  No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes  No  N/A

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**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

<b>Trigger 1</b>	The less than expected participation rate of people with disabilities in the GS-11 to SES (9.92%) grade level cluster, as compared to the goal of 12%.	
<b>Barrier(s)</b>	The specific policy, procedure, or practice causing the less than expected participation rates for people with disabilities is currently not known. Further analysis is needed.	
<b>Objective(s)</b>	Resurvey the workforce regarding their disability status. Complete a barrier analysis to identify the specific policy, procedure, or practice that could be causing the trigger.	
<b>Responsible Official(s)</b>		<b>Performance Standards Address the Plan?</b> (Yes or No)
Karen M. Basnight, Director of Outreach and Retention		No
Joseph Thele, Associate Deputy Assistant Secretary for Human Resources Systems and Analytics		No
Ryan Pugh, Management and Program Analyst		Yes
<b>Barrier Analysis Process Completed?</b> (Yes or No)		<b>Barrier(s) Identified?</b> (Yes or No)
No		No
<b>Sources of Data</b>	<b>Sources Reviewed?</b> (Yes or No)	<b>Identify Information Collected</b>
Workforce Data Tables	No	
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	

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**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Other (Please Describe)		Yes	In FY 2019, the percentage of PWD in the GS-1 to 10 grade cluster was 17.75%. While the percentage of PWD in the GS-11 to SES cluster was 9.92%, which fell below the goal of 12%.		
<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)	
10/01/2020	Develop an electronic self-reporting tool for employees to verify and change their race, ethnicity, gender, and disability status that functions within HR Smart.	Yes			
03/31/2021	Implement the self-reporting tool.	Yes			
11/02/2020	Establish a barrier analysis working group.	Yes			
06/30/2021	Conduct a thorough investigation of relevant policies, procedures, and practices to determine the cause of the less than expected participation rates.	No			
09/30/2021	Devise a plan to eliminate the identified barrier.	Yes			
<b>Fiscal Year</b>	<b>Accomplishments</b>				

<b>Trigger 2</b>	The less than expected participation rate of people with targeted disabilities in the GS-11 to SES (1.40%) grade level cluster, as compared to the goal of 2%.
<b>Barrier(s)</b>	The specific policy, procedure, or practice causing the less than expected participation rates for people with targeted disabilities is currently not known. Further analysis is needed.
<b>Objective(s)</b>	Resurvey the workforce regarding their disability status. Complete a barrier analysis to identify the specific policy, procedure, or practice that could be causing the trigger.
<b>Responsible Official(s)</b>	<b>Performance Standards Address the Plan?</b> (Yes or No)
Karen M. Basnight, Director of Outreach and Retention	No

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**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

Joseph Thele, Associate Deputy Assistant Secretary for Human Resources Systems and Analytics		No		
Ryan Pugh, Management and Program Analyst		Yes		
<b>Barrier Analysis Process Completed?</b> (Yes or No)		<b>Barrier(s) Identified?</b> (Yes or No)		
No		No		
<b>Sources of Data</b>	<b>Sources Reviewed?</b> (Yes or No)	<b>Identify Information Collected</b>		
Workforce Data Tables	No			
Complaint Data (Trends)	No			
Grievance Data (Trends)	No			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No			
Climate Assessment Survey (e.g., FEVS)	No			
Exit Interview Data	No			
Focus Groups	No			
Interviews	No			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No			
Other (Please Describe)	Yes	In FY 2019, the percentage of PWTD in the GS-1 to 10 grade cluster was 3.72%. While the percentage of PWTD in the GS-11 to SES cluster was 1.40%, which fell below the goal of 2%.		
<b>Target Date</b> (mm/dd/yyyy)	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding</b> (Yes or No)	<b>Modified Date</b> (mm/dd/yyyy)	<b>Completion Date</b> (mm/dd/yyyy)
10/01/2020	Develop an electronic self-reporting tool for employees to verify and change their race, ethnicity, gender, and disability status that functions within HR Smart.	Yes		
03/31/2021	Implement the self-reporting tool.	Yes		
11/02/2020	Establish a barrier analysis working group.	Yes		

**EEOC FORM**  
**U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

06/30/2021	Conduct a thorough investigation of relevant policies, procedures, and practices to determine the cause of the less than expected participation rates.	No		
09/30/2021	Devise a plan to eliminate the identified barrier.	Yes		
<b>Fiscal Year</b>	<b>Accomplishments</b>			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

N/A

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

N/A

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

N/A



**Workforce Data Tables**



**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2019**

All VA  Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>CLF (2010)</b>	%	100.00%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.53%	0.53%	0.26%	0.28%
<b>RCLF (2010)</b>	%	99.99%	50.98%	49.01%	08.82%	06.01%	33.46%	32.88%	05.37%	06.62%	02.45%	02.63%	00.08%	00.07%	00.51%	00.51%	00.29%	00.29%
<b>TOTAL WORKFORCE</b>																		
<b>FY 2018</b>	#	389,082	154,427	234,655	12,242	14,398	91,170	133,751	35,731	61,454	11,835	19,621	663	891	2,268	3,640	518	900
	%	99.99%	39.68%	60.31%	03.15%	03.70%	23.43%	34.38%	09.18%	15.79%	03.04%	05.04%	00.17%	00.23%	00.58%	00.94%	00.13%	00.23%
<b>FY 2019</b>	#	401,855	157,749	244,106	12,605	15,317	92,531	137,035	36,212	64,533	12,413	20,787	689	1,011	2,313	3,741	986	1,682
	%	100.01%	39.27%	60.74%	03.14%	03.81%	23.03%	34.10%	09.01%	16.06%	03.09%	05.17%	00.17%	00.25%	00.58%	00.93%	00.25%	00.42%
<b>Difference</b>	#	12,773	3,322	9,451	363	919	1,361	3,284	481	3,079	578	1,166	26	120	45	101	468	782
<b>Ratio Change</b>	%	0.02%	-0.41%	0.43%	-0.01%	0.11%	-0.40%	-0.28%	-0.17%	0.27%	0.05%	0.13%	0.00%	0.02%	0.00%	-0.01%	0.12%	0.19%
<b>Net Change</b>	%	3.28%	2.15%	4.03%	2.97%	6.38%	1.49%	2.46%	1.35%	5.01%	4.88%	5.94%	3.92%	13.47%	1.98%	2.77%	90.35%	86.89%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	77,280	29,498	47,782	2,209	3,028	16,240	24,824	6,700	12,542	2,264	3,915	171	294	404	744	1,510	2,435
	%	99.99%	38.16%	61.83%	02.86%	03.92%	21.01%	32.12%	08.67%	16.23%	02.93%	05.07%	00.22%	00.38%	00.52%	00.96%	01.95%	03.15%
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Removal</b>	#	4,728	2,485	2,243	170	115	1,192	1,080	941	865	97	87	13	11	48	57	24	28
	%	100.00%	52.56%	47.44%	03.60%	02.43%	25.21%	22.84%	19.90%	18.30%	02.05%	01.84%	00.27%	00.23%	01.02%	01.21%	00.51%	00.59%
<b>Resignation</b>	#	21,460	8,518	12,942	628	700	5,022	7,588	2,001	3,260	580	966	53	73	142	231	92	124
	%	100.00%	39.69%	60.31%	02.93%	03.26%	23.40%	35.36%	09.32%	15.19%	02.70%	04.50%	00.25%	00.34%	00.66%	01.08%	00.43%	00.58%
<b>Retirement</b>	#	14,143	5,896	8,247	407	399	3,706	5,401	1,419	1,808	280	500	11	12	62	112	11	15

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2019**

All VA  Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	%	100.00%	41.69%	58.31%	02.88%	02.82%	26.20%	38.19%	10.03%	12.78%	01.98%	03.54%	00.08%	00.08%	00.44%	00.79%	00.08%	00.11%
Other Separations	#	9,344	3,764	5,580	238	288	2,349	3,507	796	1,168	272	462	37	22	43	81	29	52
	%	100.01%	40.29%	59.72%	02.55%	03.08%	25.14%	37.53%	08.52%	12.50%	02.91%	04.94%	00.40%	00.24%	00.46%	00.87%	00.31%	00.56%
Total Separations	#	49,675	20,663	29,012	1,443	1,502	12,269	17,576	5,157	7,101	1,229	2,015	114	118	295	481	156	219
	%	99.98%	41.58%	58.40%	02.90%	03.02%	24.70%	35.38%	10.38%	14.29%	02.47%	04.06%	00.23%	00.24%	00.59%	00.97%	00.31%	00.44%
<b>PERMANENT WORKFORCE</b>																		
FY 2018	#	369,518	147,206	222,312	11,759	13,790	86,813	125,985	34,482	59,286	10,855	18,088	629	849	2,174	3,468	494	846
	%	99.99%	39.83%	60.16%	03.18%	03.73%	23.49%	34.09%	09.33%	16.04%	02.94%	04.90%	00.17%	00.23%	00.59%	00.94%	00.13%	00.23%
FY 2019	#	382,070	150,499	231,571	12,150	14,681	88,248	129,248	34,942	62,361	11,378	19,178	658	967	2,221	3,591	902	1,545
	%	100.00%	39.40%	60.60%	03.18%	03.84%	23.10%	33.83%	09.15%	16.32%	02.98%	05.02%	00.17%	00.25%	00.58%	00.94%	00.24%	00.40%
Difference	#	12,552	3,293	9,259	391	891	1,435	3,263	460	3,075	523	1,090	29	118	47	123	408	699
Ratio Change	%	0.01%	-0.43%	0.44%	0.00%	0.11%	-0.39%	-0.26%	-0.18%	0.28%	0.04%	0.12%	0.00%	0.02%	-0.01%	0.00%	0.11%	0.17%
Net Change	%	3.40%	2.24%	4.16%	3.33%	6.46%	1.65%	2.59%	1.33%	5.19%	4.82%	6.03%	4.61%	13.90%	2.16%	3.55%	82.59%	82.62%
<b>EMPLOYEE GAINS</b>																		
New Hires	#	63,041	24,583	38,458	1,820	2,488	13,411	19,110	5,793	10,940	1,741	2,846	150	256	353	661	1,315	2,157
	%	100.00%	39.00%	61.00%	02.89%	03.95%	21.27%	30.31%	09.19%	17.35%	02.76%	04.51%	00.24%	00.41%	00.56%	01.05%	02.09%	03.42%
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	4,218	2,244	1,974	149	100	1,064	939	871	783	78	63	13	10	46	56	23	23
	%	100.01%	53.21%	46.80%	03.53%	02.37%	25.23%	22.26%	20.65%	18.56%	01.85%	01.49%	00.31%	00.24%	01.09%	01.33%	00.55%	00.55%
Resignation	#	19,081	7,683	11,398	559	612	4,525	6,682	1,852	2,943	488	782	49	64	124	206	86	109

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2019**

All VA  Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
	%	100.01%	40.27%	59.74%	02.93%	03.21%	23.71%	35.02%	09.71%	15.42%	02.56%	04.10%	00.26%	00.34%	00.65%	01.08%	00.45%	00.57%
Retirement	#	14,001	5,830	8,171	404	399	3,660	5,345	1,412	1,799	270	489	11	12	62	112	11	15
	%	100.01%	41.64%	58.37%	02.89%	02.85%	26.14%	38.18%	10.08%	12.85%	01.93%	03.49%	00.08%	00.09%	00.44%	00.80%	00.08%	00.11%
Other Separations	#	4,268	2,248	2,020	141	111	1,320	1,026	609	728	116	80	21	8	26	41	15	26
	%	100.00%	52.67%	47.33%	03.30%	02.60%	30.93%	24.04%	14.27%	17.06%	02.72%	01.87%	00.49%	00.19%	00.61%	00.96%	00.35%	00.61%
Total Separations	#	41,568	18,005	23,563	1,253	1,222	10,569	13,992	4,744	6,253	952	1,414	94	94	258	415	135	173
	%	100.00%	43.31%	56.69%	03.01%	02.94%	25.43%	33.66%	11.41%	15.04%	02.29%	03.40%	00.23%	00.23%	00.62%	01.00%	00.32%	00.42%
<b>TEMPORARY WORKFORCE</b>																		
FY 2018	#	19,564	7,221	12,343	483	608	4,357	7,766	1,249	2,168	980	1,533	34	42	94	172	24	54
	%	100.00%	36.90%	63.10%	02.47%	03.11%	22.27%	39.70%	06.38%	11.08%	05.01%	07.84%	00.17%	00.21%	00.48%	00.88%	00.12%	00.28%
FY 2019	#	19,785	7,250	12,535	455	636	4,283	7,787	1,270	2,172	1,035	1,609	31	44	92	150	84	137
	%	99.99%	36.64%	63.35%	02.30%	03.21%	21.65%	39.36%	06.42%	10.98%	05.23%	08.13%	00.16%	00.22%	00.46%	00.76%	00.42%	00.69%
Difference	#	221	29	192	-28	28	-74	21	21	4	55	76	-3	2	-2	-22	60	83
Ratio Change	%	-0.01%	-0.26%	0.25%	-0.17%	0.10%	-0.62%	-0.34%	0.04%	-0.10%	0.22%	0.29%	-0.01%	0.01%	-0.02%	-0.12%	0.30%	0.41%
Net Change	%	1.13%	0.40%	1.56%	-5.80%	4.61%	-1.70%	0.27%	1.68%	0.18%	5.61%	4.96%	-8.82%	4.76%	-2.13%	-2.79%	250.00%	153.70%
<b>EMPLOYEE GAINS</b>																		
New Hires	#	14,239	4,915	9,324	389	540	2,829	5,714	907	1,602	523	1,069	21	38	51	83	195	278
	%	100.00%	34.52%	65.48%	02.73%	03.79%	19.87%	40.13%	06.37%	11.25%	03.67%	07.51%	00.15%	00.27%	00.36%	00.58%	01.37%	01.95%
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	510	241	269	21	15	128	141	70	82	19	24	0	1	2	1	1	5

**Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2019**

All VA  Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
	%	100.03%	47.27%	52.76%	04.12%	02.94%	25.10%	27.65%	13.73%	16.08%	03.73%	04.71%	00.00%	00.20%	00.39%	00.20%	00.20%	00.98%
Resignation	#	2,379	835	1,544	69	88	497	906	149	317	92	184	4	9	18	25	6	15
	%	99.99%	35.10%	64.89%	02.90%	03.70%	20.89%	38.08%	06.26%	13.32%	03.87%	07.73%	00.17%	00.38%	00.76%	01.05%	00.25%	00.63%
Retirement	#	142	66	76	3	0	46	56	7	9	10	11	0	0	0	0	0	0
	%	100.00%	46.47%	53.53%	02.11%	00.00%	32.39%	39.44%	04.93%	06.34%	07.04%	07.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Other Separations	#	5,076	1,516	3,560	97	177	1,029	2,481	187	440	156	382	16	14	17	40	14	26
	%	100.01%	29.86%	70.15%	01.91%	03.49%	20.27%	48.88%	03.68%	08.67%	03.07%	07.53%	00.32%	00.28%	00.33%	00.79%	00.28%	00.51%
Total Separations	#	8,107	2,658	5,449	190	280	1,700	3,584	413	848	277	601	20	24	37	66	21	46
	%	100.00%	32.79%	67.21%	02.34%	03.45%	20.97%	44.21%	05.09%	10.46%	03.42%	07.41%	00.25%	00.30%	00.46%	00.81%	00.26%	00.57%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

The CLF data is based on the 2010 National Census Data and excludes Puerto Rico, and other US territories (i.e., Guam, ...)

RCLF comparisons are based on 2010 National Census National data.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2019**

All VA	Employment Tenure	TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>TOTAL WORKFORCE</b>																		
FY 2018	#	389,914	322,092	13,976	53,846	9,892	24	191	626	478	272	570	985	690	292	5,432	83	249
	%	100.00%	82.61%	03.58%	13.81%	02.54%	00.01%	00.05%	00.16%	00.12%	00.07%	00.15%	00.25%	00.18%	00.07%	01.39%	00.02%	00.06%
FY 2019	#	401,975	330,060	18,173	53,742	10,135	40	294	733	461	261	570	919	683	274	5,601	74	225
	%	100.00%	82.11%	04.52%	13.37%	02.52%	00.01%	00.07%	00.18%	00.11%	00.06%	00.14%	00.23%	00.17%	00.07%	01.39%	00.02%	00.06%
501 Goal	%				12.00%	2.00%												
Difference	#	12,061	7,968	4,197	-104	243	16	103	107	-17	-11	0	-66	-7	-18	169	-9	-24
Ratio Change	%	00.00%	-00.50%	00.94%	-00.44%	-00.02%	00.00%	00.02%	00.02%	-00.01%	-00.01%	-00.01%	-00.02%	-00.01%	00.00%	00.00%	00.00%	00.00%
Net Change	%	03.09%	02.47%	30.03%	-00.19%	02.46%	66.67%	53.93%	17.09%	-03.56%	-04.04%	00.00%	-06.70%	-01.01%	-06.16%	03.11%	-10.84%	-09.64%
<b>EMPLOYEE GAINS</b>																		
New Hires	#	77,550	59,352	8,825	9,373	2,389	27	216	283	59	43	91	50	105	19	1,482	2	12
	%	100.00%	76.53%	11.38%	12.09%	03.08%	00.03%	00.28%	00.36%	00.08%	00.06%	00.12%	00.06%	00.14%	00.02%	01.91%	00.00%	00.02%
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	4,733	3,234	381	1,118	305	0	21	23	10	4	14	11	11	4	202	0	5
	%	100.00%	68.33%	08.05%	23.62%	06.44%	00.00%	00.44%	00.49%	00.21%	00.08%	00.30%	00.23%	00.23%	00.08%	04.27%	00.00%	00.11%
Resignation	#	21,488	16,617	1,431	3,440	838	8	51	66	24	17	32	38	34	11	547	4	6
	%	100.00%	77.33%	06.66%	16.01%	03.90%	00.04%	00.24%	00.31%	00.11%	00.08%	00.15%	00.18%	00.16%	00.05%	02.55%	00.02%	00.03%
Retirement	#	14,144	11,316	438	2,390	410	0	1	29	35	20	25	48	29	22	172	5	24
	%	100.00%	80.01%	03.10%	16.90%	02.90%	00.00%	00.01%	00.21%	00.25%	00.14%	00.18%	00.34%	00.21%	00.16%	01.22%	00.04%	00.17%
Other Separations	#	9,354	7,577	564	1,213	230	3	10	13	8	10	16	17	12	2	134	2	3
	%	100.00%	81.00%	06.03%	12.97%	02.46%	00.03%	00.11%	00.14%	00.09%	00.11%	00.17%	00.18%	00.13%	00.02%	01.43%	00.02%	00.03%
Total Separations	#	49,719	38,744	2,814	8,161	1,783	11	83	131	77	51	87	114	86	39	1,055	11	38
	%	100.00%	77.93%	05.66%	16.41%	03.59%	00.02%	00.17%	00.26%	00.15%	00.10%	00.17%	00.23%	00.17%	00.08%	02.12%	00.02%	00.08%
<b>PERMANENT WORKFORCE</b>																		
FY 2018	#	370,213	305,428	13,106	51,679	9,350	20	167	595	463	262	532	959	652	279	5,099	80	242

**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2019**

All VA	Employment Tenure	TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	82.50%	03.54%	13.96%	02.53%	00.01%	00.05%	00.16%	00.13%	00.07%	00.14%	00.26%	00.18%	00.08%	01.38%	00.02%	00.07%
FY 2019	#	382,183	313,666	16,937	51,580	9,584	31	265	693	443	245	532	893	656	259	5,274	72	221
	%	100.00%	82.07%	04.43%	13.50%	02.51%	00.01%	00.07%	00.18%	00.12%	00.06%	00.14%	00.23%	00.17%	00.07%	01.38%	00.02%	00.06%
Difference	#	11,970	8,238	3,831	-99	234	11	98	98	-20	-17	0	-66	4	-20	175	-8	-21
Ratio Change	%	00.00%	-00.43%	00.89%	-00.46%	-00.02%	00.00%	00.02%	00.02%	-00.01%	-00.01%	00.00%	-00.03%	-00.01%	-00.01%	00.00%	00.00%	-00.01%
Net Change	%	03.23%	02.70%	29.23%	-00.19%	02.50%	55.00%	58.68%	16.47%	-04.32%	-06.49%	00.00%	-06.88%	00.61%	-07.17%	03.43%	-10.00%	-08.68%
<b>EMPLOYEE GAINS</b>																		
New Hires	#	63,266	47,799	7,499	7,968	1,999	18	173	241	43	32	71	45	85	11	1,267	2	11
	%	100.00%	75.55%	11.85%	12.59%	03.16%	00.03%	00.27%	00.38%	00.07%	00.05%	00.11%	00.07%	00.13%	00.02%	02.00%	00.00%	00.02%
<b>EMPLOYEE LOSSES</b>																		
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	4,223	2,830	342	1,051	282	0	15	21	10	4	13	10	10	3	192	0	4
	%	100.00%	67.01%	08.10%	24.89%	06.68%	00.00%	00.36%	00.50%	00.24%	00.09%	00.31%	00.24%	00.24%	00.07%	04.55%	00.00%	00.09%
Resignation	#	19,106	14,630	1,279	3,197	761	7	47	54	22	17	29	37	31	11	496	4	6
	%	100.00%	76.57%	06.69%	16.73%	03.98%	00.04%	00.25%	00.28%	00.12%	00.09%	00.15%	00.19%	00.16%	00.06%	02.60%	00.02%	00.03%
Retirement	#	14,002	11,190	434	2,378	405	0	1	29	35	20	23	48	29	22	169	5	24
	%	100.00%	79.92%	03.10%	16.98%	02.89%	00.00%	00.01%	00.21%	00.25%	00.14%	00.16%	00.34%	00.21%	00.16%	01.21%	00.04%	00.17%
Other Separations	#	4,268	3,091	305	872	159	3	3	9	5	7	14	16	5	0	94	2	1
	%	100.00%	72.42%	07.15%	20.43%	03.73%	00.07%	00.07%	00.21%	00.12%	00.16%	00.33%	00.37%	00.12%	00.00%	02.20%	00.05%	00.02%
Total Separations	#	41,599	31,741	2,360	7,498	1,607	10	66	113	72	48	79	111	75	36	951	11	35
	%	100.00%	76.30%	05.67%	18.02%	03.86%	00.02%	00.16%	00.27%	00.17%	00.12%	00.19%	00.27%	00.18%	00.09%	02.29%	00.03%	00.08%
<b>TEMPORARY WORKFORCE</b>																		
FY 2018	#	19,701	16,664	870	2,167	542	4	24	31	15	10	38	26	38	13	333	3	7
	%	100.00%	84.58%	04.42%	11.00%	02.75%	00.02%	00.12%	00.16%	00.08%	00.05%	00.19%	00.13%	00.19%	00.07%	01.69%	00.02%	00.04%
FY 2019	#	19,792	16,394	1,236	2,162	551	9	29	40	18	16	38	26	27	15	327	2	4
	%	100.00%	82.83%	06.24%	10.92%	02.78%	00.05%	00.15%	00.20%	00.09%	00.08%	00.19%	00.13%	00.14%	00.08%	01.65%	00.01%	00.02%

**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2019**

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
<b>Difference</b>	#	91	-270	366	-5	9	5	5	9	3	6	0	0	-11	2	-6	-1	-3
<b>Ratio Change</b>	%	00.00%	-01.75%	01.82%	-00.08%	00.03%	00.03%	00.03%	00.04%	00.01%	00.03%	00.00%	00.00%	-00.05%	00.01%	-00.04%	-00.01%	-00.02%
<b>Net Change</b>	%	00.46%	-01.62%	42.07%	-00.23%	01.66%	125.00%	20.83%	29.03%	20.00%	60.00%	00.00%	00.00%	-28.95%	15.38%	-01.80%	-33.33%	-42.86%
<b>EMPLOYEE GAINS</b>																		
<b>New Hires</b>	#	14,284	11,553	1,326	1,405	390	9	43	42	16	11	20	5	20	8	215	0	1
	%	100.00%	80.88%	09.28%	09.84%	02.73%	00.06%	00.30%	00.29%	00.11%	00.08%	00.14%	00.04%	00.14%	00.06%	01.51%	00.00%	00.01%
<b>EMPLOYEE LOSSES</b>																		
<b>Reduction in Force</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Removal</b>	#	510	404	39	67	23	0	6	2	0	0	1	1	1	1	10	0	1
	%	100.00%	79.22%	07.65%	13.14%	04.51%	00.00%	01.18%	00.39%	00.00%	00.00%	00.20%	00.20%	00.20%	00.20%	01.96%	00.00%	00.20%
<b>Resignation</b>	#	2,382	1,987	152	243	77	1	4	12	2	0	3	1	3	0	51	0	0
	%	100.00%	83.42%	06.38%	10.20%	03.23%	00.04%	00.17%	00.50%	00.08%	00.00%	00.13%	00.04%	00.13%	00.00%	02.14%	00.00%	00.00%
<b>Retirement</b>	#	142	126	4	12	5	0	0	0	0	0	2	0	0	0	3	0	0
	%	100.00%	88.73%	02.82%	08.45%	03.52%	00.00%	00.00%	00.00%	00.00%	00.00%	01.41%	00.00%	00.00%	00.00%	02.11%	00.00%	00.00%
<b>Other Separations</b>	#	5,086	4,486	259	341	71	0	7	4	3	3	2	1	7	2	40	0	2
	%	100.00%	88.20%	05.09%	06.70%	01.40%	00.00%	00.14%	00.08%	00.06%	00.06%	00.04%	00.02%	00.14%	00.04%	00.79%	00.00%	00.04%
<b>Total Separations</b>	#	8,120	7,003	454	663	176	1	17	18	5	3	8	3	11	3	104	0	3
	%	100.00%	86.24%	05.59%	08.17%	02.17%	00.01%	00.21%	00.22%	00.06%	00.04%	00.10%	00.04%	00.14%	00.04%	01.28%	00.00%	00.04%
<b>SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE</b>																		
<b>FY 2018</b>	#	2,792	248	107	2,437	1,191	3	3	65	43	15	47	69	28	77	818	12	11
	%	100.00%	08.88%	03.83%	87.29%	42.66%	00.11%	00.11%	02.33%	01.54%	00.54%	01.68%	02.47%	01.00%	02.76%	29.30%	00.43%	00.39%
<b>FY 2019</b>	#	2,833	333	140	2,360	1,128	6	10	68	44	17	41	56	24	71	773	10	8
	%	100.00%	11.75%	04.94%	83.30%	39.82%	00.21%	00.35%	02.40%	01.55%	00.60%	01.45%	01.98%	00.85%	02.51%	27.29%	00.35%	00.28%
<b>Difference</b>	#	41	85	33	-77	-63	3	7	3	1	2	-6	-13	-4	-6	-45	-2	-3
<b>Ratio Change</b>	%	00.00%	02.87%	01.11%	-03.99%	-02.84%	00.10%	00.24%	00.07%	00.01%	00.06%	-00.23%	-00.49%	-00.15%	-00.25%	-02.01%	-00.08%	-00.11%
<b>Net Change</b>	%	01.47%	34.27%	30.84%	-03.16%	-05.29%	100.00%	233.33%	04.62%	02.33%	13.33%	-12.77%	-18.84%	-14.29%	-07.79%	-05.50%	-16.67%	-27.27%

**Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2019**

All VA  Employment Tenure	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>EMPLOYEE GAINS</b>																		
New Hires	#	543	124	54	365	145	5	7	15	7	3	2	4	2	4	96	0	0
	%	100.00%	22.84%	09.94%	67.22%	26.70%	00.92%	01.29%	02.76%	01.29%	00.55%	00.37%	00.74%	00.37%	00.74%	17.68%	00.00%	00.00%
<b>EMPLOYEE LOSSES</b>																		
Total Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

Schedule A onboard employees include employees whose appointing authority codes are: WUM, WTA, and WTB.

Schedule A new hires include employees whose appointing authority codes are: WUM, WTA, and WTB and NOA code 170.

Schedule A losses include employees whose appointing authority codes are: WUM, WTA, and WTB and NOA codes 300-399.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2019**

All VA	Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
			Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>TOTAL WORKFORCE</b>																				
FY 2018	#	389,914	336,068	322,092	13,976	53,846	9,892	24	191	626	478	272	570	985	690	292	5,432	83	249	
	%	100.00%	86.19%	82.61%	03.58%	13.81%	02.54%	00.01%	00.05%	00.16%	00.12%	00.07%	00.15%	00.25%	00.18%	00.07%	01.39%	00.02%	00.06%	
FY 2019	#	401,975	348,233	330,060	18,173	53,742	10,135	40	294	733	461	261	570	919	683	274	5,601	74	225	
	%	100.00%	86.63%	82.11%	04.52%	13.37%	02.52%	00.01%	00.07%	00.18%	00.11%	00.06%	00.14%	00.23%	00.17%	00.07%	01.39%	00.02%	00.06%	
501 Goal	%					12.00%	2.00%													
Difference	#	12,061	12,165	7,968	4,197	-104	243	16	103	107	-17	-11	0	-66	-7	-18	169	-9	-24	
Ratio Change	%	00.00%	00.44%	-00.50%	00.94%	-00.44%	-00.02%	00.00%	00.02%	00.02%	-00.01%	-00.01%	-00.01%	-00.02%	-00.01%	00.00%	00.00%	00.00%	00.00%	
Net Change	%	03.09%	03.62%	02.47%	30.03%	-00.19%	02.46%	66.67%	53.93%	17.09%	-03.56%	-04.04%	00.00%	-06.70%	-01.01%	-06.16%	03.11%	-10.84%	-09.64%	
<b>EMPLOYEE GAINS (Inclusion Rate)</b>																				
New Hires	#	77,550	68,177	59,352	8,825	9,373	2,389	27	216	283	59	43	91	50	105	19	1,482	2	12	
	%	19.29%	19.58%	17.98%	48.56%	17.44%	23.57%	67.50%	73.47%	38.61%	12.80%	16.48%	15.96%	05.44%	15.37%	06.93%	26.46%	02.70%	05.33%	
<b>EMPLOYEE LOSSES (Inclusion Rate)</b>																				
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Removal	#	4,733	3,615	3,234	381	1,118	305	0	21	23	10	4	14	11	11	4	202	0	5	
	%	01.18%	01.04%	00.98%	02.10%	02.08%	03.01%	00.00%	07.14%	03.14%	02.17%	01.53%	02.46%	01.20%	01.61%	01.46%	03.61%	00.00%	02.22%	
Resignation	#	21,488	18,048	16,617	1,431	3,440	838	8	51	66	24	17	32	38	34	11	547	4	6	
	%	05.35%	05.18%	05.03%	07.87%	06.40%	08.27%	20.00%	17.35%	09.00%	05.21%	06.51%	05.61%	04.13%	04.98%	04.01%	09.77%	05.41%	02.67%	
Retirement	#	14,144	11,754	11,316	438	2,390	410	0	1	29	35	20	25	48	29	22	172	5	24	
	%	03.52%	03.38%	03.43%	02.41%	04.45%	04.05%	00.00%	00.34%	03.96%	07.59%	07.66%	04.39%	05.22%	04.25%	08.03%	03.07%	06.76%	10.67%	
Other Separations	#	9,354	8,141	7,577	564	1,213	230	3	10	13	8	10	16	17	12	2	134	2	3	
	%	02.33%	02.34%	02.30%	03.10%	02.26%	02.27%	07.50%	03.40%	01.77%	01.74%	03.83%	02.81%	01.85%	01.76%	00.73%	02.39%	02.70%	01.33%	
Total Separations	#	49,719	41,558	38,744	2,814	8,161	1,783	11	83	131	77	51	87	114	86	39	1,055	11	38	
	%	12.37%	11.93%	11.74%	15.48%	15.19%	17.59%	27.50%	28.23%	17.87%	16.70%	19.54%	15.26%	12.40%	12.59%	14.23%	18.84%	14.86%	16.89%	
<b>PERMANENT WORKFORCE</b>																				
FY 2018	#	370,213	318,534	305,428	13,106	51,679	9,350	20	167	595	463	262	532	959	652	279	5,099	80	242	
	%	100.00%	86.04%	82.50%	03.54%	13.96%	02.53%	00.01%	00.05%	00.16%	00.13%	00.07%	00.14%	00.26%	00.18%	00.08%	01.38%	00.02%	00.07%	

**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2019**

All VA	Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
			Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
FY 2019	#	382,183	330,603	313,666	16,937	51,580	9,584	31	265	693	443	245	532	893	656	259	5,274	72	221	
	%	100.00%	86.50%	82.07%	04.43%	13.50%	02.51%	00.01%	00.07%	00.18%	00.12%	00.06%	00.14%	00.23%	00.17%	00.07%	01.38%	00.02%	00.06%	
Difference	#	11,970	12,069	8,238	3,831	-99	234	11	98	98	-20	-17	0	-66	4	-20	175	-8	-21	
Ratio Change	%	00.00%	00.46%	-00.43%	00.89%	-00.46%	-00.02%	00.00%	00.02%	00.02%	-00.01%	-00.01%	00.00%	-00.03%	-00.01%	-00.01%	00.00%	00.00%	-00.01%	
Net Change	%	03.23%	03.79%	02.70%	29.23%	-00.19%	02.50%	55.00%	58.68%	16.47%	-04.32%	-06.49%	00.00%	-06.88%	00.61%	-07.17%	03.43%	-10.00%	-08.68%	
<b>EMPLOYEE GAINS (Inclusion Rate)</b>																				
New Hires	#	63,266	55,298	47,799	7,499	7,968	1,999	18	173	241	43	32	71	45	85	11	1,267	2	11	
	%	16.55%	16.73%	15.24%	44.28%	15.45%	20.86%	58.06%	65.28%	34.78%	09.71%	13.06%	13.35%	05.04%	12.96%	04.25%	24.02%	02.78%	04.98%	
<b>EMPLOYEE LOSSES (Inclusion Rate)</b>																				
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Removal	#	4,223	3,172	2,830	342	1,051	282	0	15	21	10	4	13	10	10	3	192	0	4	
	%	01.10%	00.96%	00.90%	02.02%	02.04%	02.94%	00.00%	05.66%	03.03%	02.26%	01.63%	02.44%	01.12%	01.52%	01.16%	03.64%	00.00%	01.81%	
Resignation	#	19,106	15,909	14,630	1,279	3,197	761	7	47	54	22	17	29	37	31	11	496	4	6	
	%	05.00%	04.81%	04.66%	07.55%	06.20%	07.94%	22.58%	17.74%	07.79%	04.97%	06.94%	05.45%	04.14%	04.73%	04.25%	09.40%	05.56%	02.71%	
Retirement	#	14,002	11,624	11,190	434	2,378	405	0	1	29	35	20	23	48	29	22	169	5	24	
	%	03.66%	03.52%	03.57%	02.56%	04.61%	04.23%	00.00%	00.38%	04.18%	07.90%	08.16%	04.32%	05.38%	04.42%	08.49%	03.20%	06.94%	10.86%	
Other Separations	#	4,268	3,396	3,091	305	872	159	3	3	9	5	7	14	16	5	0	94	2	1	
	%	01.12%	01.03%	00.99%	01.80%	01.69%	01.66%	09.68%	01.13%	01.30%	01.13%	02.86%	02.63%	01.79%	00.76%	00.00%	01.78%	02.78%	00.45%	
Total Separations	#	41,599	34,101	31,741	2,360	7,498	1,607	10	66	113	72	48	79	111	75	36	951	11	35	
	%	10.88%	10.31%	10.12%	13.93%	14.54%	16.77%	32.26%	24.91%	16.31%	16.25%	19.59%	14.85%	12.43%	11.43%	13.90%	18.03%	15.28%	15.84%	
<b>TEMPORARY WORKFORCE</b>																				
FY 2018	#	19,701	17,534	16,664	870	2,167	542	4	24	31	15	10	38	26	38	13	333	3	7	
	%	100.00%	89.00%	84.58%	04.42%	11.00%	02.75%	00.02%	00.12%	00.16%	00.08%	00.05%	00.19%	00.13%	00.19%	00.07%	01.69%	00.02%	00.04%	
FY 2019	#	19,792	17,630	16,394	1,236	2,162	551	9	29	40	18	16	38	26	27	15	327	2	4	
	%	100.00%	89.08%	82.83%	06.24%	10.92%	02.78%	00.05%	00.15%	00.20%	00.09%	00.08%	00.19%	00.13%	00.14%	00.08%	01.65%	00.01%	00.02%	
Difference	#	91	96	-270	366	-5	9	5	5	9	3	6	0	0	-11	2	-6	-1	-3	
Ratio Change	%	00.00%	00.08%	-01.75%	01.82%	-00.08%	00.03%	00.03%	00.03%	00.04%	00.01%	00.03%	00.00%	00.00%	-00.05%	00.01%	-00.04%	-00.01%	-00.02%	

**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2019**

All VA	Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
			Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Net Change	%	00.46%	00.55%	-01.62%	42.07%	-00.23%	01.66%	125.00%	20.83%	29.03%	20.00%	60.00%	00.00%	00.00%	-28.95%	15.38%	-01.80%	-33.33%	-42.86%	
<b>EMPLOYEE GAINS (Inclusion Rate)</b>																				
New Hires	#	14,284	12,879	11,553	1,326	1,405	390	9	43	42	16	11	20	5	20	8	215	0	1	
	%	03.74%	03.90%	03.68%	07.83%	02.72%	04.07%	29.03%	16.23%	06.06%	03.61%	04.49%	03.76%	00.56%	03.05%	03.09%	04.08%	00.00%	00.45%	
<b>EMPLOYEE LOSSES (Inclusion Rate)</b>																				
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Removal	#	510	443	404	39	67	23	0	6	2	0	0	1	1	1	1	10	0	1	
	%	02.58%	02.51%	02.46%	03.16%	03.10%	04.17%	00.00%	20.69%	05.00%	00.00%	00.00%	02.63%	03.85%	03.70%	06.67%	03.06%	00.00%	25.00%	
Resignation	#	2,382	2,139	1,987	152	243	77	1	4	12	2	0	3	1	3	0	51	0	0	
	%	12.04%	00.00%	12.12%	12.30%	11.24%	13.97%	11.11%	13.79%	30.00%	11.11%	00.00%	07.89%	03.85%	11.11%	00.00%	15.60%	00.00%	00.00%	
Retirement	#	142	130	126	4	12	5	0	0	0	0	0	2	0	0	0	3	0	0	
	%	00.72%	00.74%	00.77%	00.32%	00.56%	00.91%	00.00%	00.00%	00.00%	00.00%	00.00%	05.26%	00.00%	00.00%	00.00%	00.92%	00.00%	00.00%	
Other Separations	#	5,086	4,745	4,486	259	341	71	0	7	4	3	3	2	1	7	2	40	0	2	
	%	25.70%	26.91%	27.36%	20.95%	15.77%	12.89%	00.00%	24.14%	10.00%	16.67%	18.75%	05.26%	03.85%	25.93%	13.33%	12.23%	00.00%	50.00%	
Total Separations	#	8,120	7,457	7,003	454	663	176	1	17	18	5	3	8	3	11	3	104	0	3	
	%	41.03%	42.30%	42.72%	36.73%	30.67%	31.94%	11.11%	58.62%	45.00%	27.78%	18.75%	21.05%	11.54%	40.74%	20.00%	31.80%	00.00%	75.00%	
<b>SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE</b>																				
FY 2018	#	2,792	355	248	107	2,437	1,191	3	3	65	43	15	47	69	28	77	818	12	11	
	%	100.00%	12.71%	08.88%	03.83%	87.29%	42.66%	00.11%	00.11%	02.33%	01.54%	00.54%	01.68%	02.47%	01.00%	02.76%	29.30%	00.43%	00.39%	
FY 2019	#	2,833	473	333	140	2,360	1,128	6	10	68	44	17	41	56	24	71	773	10	8	
	%	100.00%	16.70%	11.75%	04.94%	83.30%	39.82%	00.21%	00.35%	02.40%	01.55%	00.60%	01.45%	01.98%	00.85%	02.51%	27.29%	00.35%	00.28%	
Difference	#	41	118	85	33	-77	-63	3	7	3	1	2	-6	-13	-4	-6	-45	-2	-3	
Ratio Change	%	00.00%	03.99%	02.87%	01.11%	-03.99%	-02.84%	00.10%	00.24%	00.07%	00.01%	00.06%	-00.23%	-00.49%	-00.15%	-00.25%	-02.01%	-00.08%	-00.11%	
Net Change	%	01.47%	33.24%	34.27%	30.84%	-03.16%	-05.29%	100.00%	233.33%	04.62%	02.33%	13.33%	-12.77%	-18.84%	-14.29%	-07.79%	-05.50%	-16.67%	-27.27%	
<b>EMPLOYEE GAINS (Inclusion Rate)</b>																				
New Hires	#	543	178	124	54	365	145	5	7	15	7	3	2	4	2	4	96	0	0	
	%	19.17%	37.63%	37.24%	38.57%	15.47%	12.85%	83.33%	70.00%	22.06%	15.91%	17.65%	04.88%	07.14%	08.33%	05.63%	12.42%	00.00%	00.00%	

**Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2019**

All VA  Employment Tenure	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
		Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>EMPLOYEE LOSSES (Inclusion Rate)</b>																			
Total Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

Schedule A onboard employees include employees whose appointing authority codes are: WUM, WTA, and WTB.

Schedule A new hires include employees whose appointing authority codes are: WUM, WTA, and WTB and NOA code 170.

Schedule A losses include employees whose appointing authority codes are: WUM, WTA, and WTB and NOA codes 300-399.

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year. Inclusion rates are calculated as a percentage of the group's onboard total.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity and Sex (Participation Rate) - SEP - FY2019**

All VA By Administration		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
<b>CLF (2010)</b>	%	100.00%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.53%	0.53%	0.26%	0.28%
<b>RCLF (2010)</b>	%	99.99%	51.10%	48.89%	08.79%	05.93%	33.61%	32.87%	05.37%	06.61%	02.45%	02.62%	00.08%	00.07%	00.51%	00.50%	00.29%	00.29%
<b>Permanent Workforce</b>	#	382,070	150,499	231,571	12,150	14,681	88,248	129,248	34,942	62,361	11,378	19,178	658	967	2,221	3,591	902	1,545
	%	100.00%	39.40%	60.60%	03.18%	03.84%	23.10%	33.83%	09.15%	16.32%	02.98%	05.02%	00.17%	00.25%	00.58%	00.94%	00.24%	00.40%
<b>VHA</b>	#	343,710	128,711	214,999	10,553	13,721	74,676	120,910	29,918	56,348	10,428	18,545	569	891	1,806	3,182	761	1,402
	%	100.01%	37.45%	62.56%	03.07%	03.99%	21.73%	35.18%	08.70%	16.39%	03.03%	05.40%	00.17%	00.26%	00.53%	00.93%	00.22%	00.41%
<b>VBA</b>	#	23,507	11,955	11,552	837	643	7,211	5,731	3,090	4,314	420	369	57	53	269	347	71	95
	%	100.01%	50.86%	49.15%	03.56%	02.74%	30.68%	24.38%	13.15%	18.35%	01.79%	01.57%	00.24%	00.23%	01.14%	01.48%	00.30%	00.40%
<b>NCA</b>	#	1,877	1,451	426	129	32	1,024	238	222	139	25	6	10	1	27	7	14	3
	%	100.00%	77.31%	22.69%	06.87%	01.70%	54.56%	12.68%	11.83%	07.41%	01.33%	00.32%	00.53%	00.05%	01.44%	00.37%	00.75%	00.16%
<b>STAFF OFFICES</b>	#	12,976	8,382	4,594	631	285	5,337	2,369	1,712	1,560	505	258	22	22	119	55	56	45
	%	100.00%	64.59%	35.41%	04.86%	02.20%	41.13%	18.26%	13.19%	12.02%	03.89%	01.99%	00.17%	00.17%	00.92%	00.42%	00.43%	00.35%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

The CLF data is based on the 2010 National Census Data and excludes Puerto Rico, and other US territories (i.e., Guam, ...).

RCLF comparisons are based on 2010 Census National data.

Row category totals may not match from Table A and Table B due to missing gender data.



**Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate) - SEP - FY2019**

All VA By Administration	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				<b>12.00%</b>	<b>2.00%</b>												
<b>Permanent Workforce</b>	#	382,183	313,666	16,937	51,580	9,584	31	265	693	443	245	532	893	656	259	5,274	72	221
	%	100.00%	82.07%	04.43%	13.50%	02.51%	00.01%	00.07%	00.18%	00.12%	00.06%	00.14%	00.23%	00.17%	00.07%	01.38%	00.02%	00.06%
<b>VHA</b>	#	343,822	286,411	14,006	43,405	8,242	28	196	606	386	206	438	726	577	248	4,578	64	189
	%	100.00%	83.30%	04.07%	12.62%	02.40%	00.01%	00.06%	00.18%	00.11%	00.06%	00.13%	00.21%	00.17%	00.07%	01.33%	00.02%	00.05%
<b>VBA</b>	#	23,508	15,966	1,894	5,648	931	2	50	68	32	25	66	112	44	6	495	5	26
	%	100.00%	67.92%	08.06%	24.03%	03.96%	00.01%	00.21%	00.29%	00.14%	00.11%	00.28%	00.48%	00.19%	00.03%	02.11%	00.02%	00.11%
<b>NCA</b>	#	1,877	1,344	133	400	68	0	3	3	2	3	6	7	5	1	38	0	0
	%	100.00%	71.60%	07.09%	21.31%	03.62%	00.00%	00.16%	00.16%	00.11%	00.16%	00.32%	00.37%	00.27%	00.05%	02.02%	00.00%	00.00%
<b>STAFF OFFICES</b>	#	12,976	9,945	904	2,127	343	1	16	16	23	11	22	48	30	4	163	3	6
	%	100.00%	76.64%	06.97%	16.39%	02.64%	00.01%	00.12%	00.12%	00.18%	00.08%	00.17%	00.37%	00.23%	00.03%	01.26%	00.02%	00.05%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Row category totals may not match from Table A and Table B due to missing gender data.



**Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Permanent Workforce</b>	#	344,135	132,183	211,952	10,741	13,498	77,206	118,782	30,419	55,835	10,569	18,441	555	868	1,904	3,132	789	1,396
	%	100.00%	38.40%	61.59%	03.12%	03.92%	22.43%	34.52%	08.84%	16.22%	03.07%	05.36%	00.16%	00.25%	00.55%	00.91%	00.23%	00.41%
<b>1. Management</b>																		
<b>Executives</b>	#	6,584	4,091	2,493	231	120	2,979	1,640	255	305	563	384	7	7	47	29	9	8
	%	100.00%	62.14%	37.86%	03.51%	01.82%	45.25%	24.91%	03.87%	04.63%	08.55%	05.83%	00.11%	00.11%	00.71%	00.44%	00.14%	00.12%
<b>Managers</b>	#	14,354	5,777	8,577	350	448	4,294	5,752	761	1,766	269	462	8	24	74	98	21	27
	%	100.00%	40.26%	59.75%	02.44%	03.12%	29.92%	40.07%	05.30%	12.30%	01.87%	03.22%	00.06%	00.17%	00.52%	00.68%	00.15%	00.19%
<b>Supervisors</b>	#	17,211	8,710	8,501	731	567	5,079	4,973	2,417	2,423	302	354	38	37	109	105	34	42
	%	100.00%	50.60%	49.38%	04.25%	03.29%	29.51%	28.89%	14.04%	14.08%	01.75%	02.06%	00.22%	00.21%	00.63%	00.61%	00.20%	00.24%
<b>Total Management</b>	#	38,149	18,578	19,571	1,312	1,135	12,352	12,365	3,433	4,494	1,134	1,200	53	68	230	232	64	77
	%	100.00%	48.70%	51.31%	03.44%	02.98%	32.38%	32.41%	09.00%	11.78%	02.97%	03.15%	00.14%	00.18%	00.60%	00.61%	00.17%	00.20%
<b>2. Professionals</b>	#	153,480	51,068	102,412	3,396	5,592	34,220	63,413	5,703	18,164	6,636	12,957	182	342	693	1,425	238	519
	%	100.00%	33.28%	66.72%	02.21%	03.64%	22.30%	41.32%	03.72%	11.83%	04.32%	08.44%	00.12%	00.22%	00.45%	00.93%	00.16%	00.34%
<b>3. Technicians</b>	#	39,734	11,541	28,193	1,299	2,030	6,258	16,010	2,531	7,493	1,122	1,886	66	107	177	481	88	186
	%	100.00%	29.05%	70.96%	03.27%	05.11%	15.75%	40.29%	06.37%	18.86%	02.82%	04.75%	00.17%	00.27%	00.45%	01.21%	00.22%	00.47%
<b>4. Sales Workers</b>	#	708	202	506	28	55	87	236	67	169	11	27	2	4	4	10	3	5
	%	100.00%	28.51%	71.46%	03.95%	07.77%	12.29%	33.33%	09.46%	23.87%	01.55%	03.81%	00.28%	00.56%	00.56%	01.41%	00.42%	00.71%
<b>5. Administrative Support Workers</b>	#	57,417	18,994	38,423	1,927	2,856	8,947	17,921	6,806	15,168	719	1,212	109	222	309	633	177	411
	%	100.00%	33.08%	66.92%	03.36%	04.97%	15.58%	31.21%	11.85%	26.42%	01.25%	02.11%	00.19%	00.39%	00.54%	01.10%	00.31%	00.72%
<b>6. Craft Workers</b>	#	6,328	6,158	170	537	8	4,212	113	1,054	36	191	6	23	2	113	4	28	1
	%	100.00%	97.32%	02.69%	08.49%	00.13%	66.56%	01.79%	16.66%	00.57%	03.02%	00.09%	00.36%	00.03%	01.79%	00.06%	00.44%	00.02%

**Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Occupational Categories		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>7. Operatives</b>	#	3,770	3,328	442	276	29	1,633	190	1,285	194	65	13	13	1	37	13	19	2
	%	100.00%	88.26%	11.72%	07.32%	00.77%	43.32%	05.04%	34.08%	05.15%	01.72%	00.34%	00.34%	00.03%	00.98%	00.34%	00.50%	00.05%
<b>8. Laborers and Helpers</b>	#	964	928	36	66	4	579	20	227	7	13	0	7	1	25	3	11	1
	%	100.00%	96.27%	03.72%	06.85%	00.41%	60.06%	02.07%	23.55%	00.73%	01.35%	00.00%	00.73%	00.10%	02.59%	00.31%	01.14%	00.10%
<b>9. Service Workers</b>	#	43,585	21,386	22,199	1,900	1,789	8,918	8,514	9,313	10,110	678	1,140	100	121	316	331	161	194
	%	100.00%	49.08%	50.94%	04.36%	04.10%	20.46%	19.53%	21.37%	23.20%	01.56%	02.62%	00.23%	00.28%	00.73%	00.76%	00.37%	00.45%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

The Executives include grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Managers include grades 13 and 14. Supervisors include grades 1 to 12. These categories also include a supervisory level greater than 0.

Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HRSmart.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Occupational Categories	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%			<b>12.00%</b>	<b>2.00%</b>													
<b>1. Management</b>																		
<b>Executives</b>	#	6,584	5,986	184	414	50	0	1	1	4	9	4	13	9	0	9	0	0
	%	100.00%	90.92%	02.79%	06.29%	00.76%	00.00%	00.02%	00.02%	00.06%	00.14%	00.06%	00.20%	00.14%	00.00%	00.14%	00.00%	00.00%
<b>Managers</b>	#	14,354	12,495	444	1,415	192	0	4	8	23	16	9	41	18	0	67	1	5
	%	100.00%	87.05%	03.09%	09.86%	01.34%	00.00%	00.03%	00.06%	00.16%	00.11%	00.06%	00.29%	00.13%	00.00%	00.47%	00.01%	00.03%
<b>Supervisors</b>	#	17,214	13,825	726	2,663	441	0	10	18	18	16	27	41	30	11	255	5	10
	%	100.00%	80.31%	04.22%	15.47%	02.56%	00.00%	00.06%	00.10%	00.10%	00.09%	00.16%	00.24%	00.17%	00.06%	01.48%	00.03%	00.06%
<b>Total Management</b>	#	38,152	32,306	1,354	4,492	683	0	15	27	45	41	40	95	57	11	331	6	15
	%	100.00%	84.68%	03.55%	11.77%	01.79%	00.00%	00.04%	00.07%	00.12%	00.11%	00.10%	00.25%	00.15%	00.03%	00.87%	00.02%	00.04%
<b>2. Professionals</b>	#	153,533	135,518	5,284	12,731	1,792	4	34	104	127	51	152	220	162	14	843	17	64
	%	100.00%	88.27%	03.44%	08.29%	01.17%	00.00%	00.02%	00.07%	00.08%	00.03%	00.10%	00.14%	00.11%	00.01%	00.55%	00.01%	00.04%
<b>3. Technicians</b>	#	39,752	34,093	1,319	4,340	771	1	16	51	33	19	36	56	89	7	438	4	21
	%	100.00%	85.76%	03.32%	10.92%	01.94%	00.00%	00.04%	00.13%	00.08%	00.05%	00.09%	00.14%	00.22%	00.02%	01.10%	00.01%	00.05%
<b>4. Sales Workers</b>	#	708	572	40	96	18	0	0	5	1	1	0	1	1	0	9	0	0
	%	100.00%	80.79%	05.65%	13.56%	02.54%	00.00%	00.00%	00.71%	00.14%	00.14%	00.00%	00.14%	00.14%	00.00%	01.27%	00.00%	00.00%
<b>5. Administrative Support Workers</b>	#	57,440	41,777	3,461	12,202	2,439		59	203	113	49	155	235	147	66	1,330	26	48
	%	100.00%	72.73%	06.03%	21.24%	04.25%	00.01%	00.10%	00.35%	00.20%	00.09%	00.27%	00.41%	00.26%	00.11%	02.32%	00.05%	00.08%
<b>6. Craft Workers</b>	#	6,328	4,551	415	1,362	308	0	7	37	5	8	9	31	12	4	186	1	8
	%	100.00%	71.92%	06.56%	21.52%	04.87%	00.00%	00.11%	00.58%	00.08%	00.13%	00.14%	00.49%	00.19%	00.06%	02.94%	00.02%	00.13%
<b>7. Operatives</b>	#	3,770	2,572	214	984	266	0	7	18	3	2	2	14	12	29	172	2	5
	%	100.00%	68.22%	05.68%	26.10%	07.06%	00.00%	00.19%	00.48%	00.08%	00.05%	00.05%	00.37%	00.32%	00.77%	04.56%	00.05%	00.13%
<b>8. Laborers and Helpers</b>	#	964	655	70	239	63	1	4	2	1	0	2	4	2	3	44	0	0
	%	100.00%	67.95%	07.26%	24.79%	06.54%	00.10%	00.41%	00.21%	00.10%	00.00%	00.21%	00.41%	00.21%	00.31%	04.56%	00.00%	00.00%
<b>9. Service Workers</b>	#	43,599	33,740	2,368	7,491	1,904	12	64	181	78	30	54	100	95	113	1,141	8	28
	%	100.00%	77.39%	05.43%	17.18%	04.37%	00.03%	00.15%	00.42%	00.18%	00.07%	00.12%	00.23%	00.22%	00.26%	02.62%	00.02%	00.06%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

The Executives include grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Managers include grades 13 and 14. Supervisors include grades 1 to 12. These categories also include a supervisory level greater than 0.

Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HRSmart.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  GS/GM/GL GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
<b>Permanent Workforce</b>	#	382,070	150,499	231,571	12,150	14,681	88,248	129,248	34,942	62,361	11,378	19,178	658	967	2,221	3,591	902	1,545
	%	100.00%	39.40%	60.60%	03.18%	03.84%	23.10%	33.83%	09.15%	16.32%	02.98%	05.02%	00.17%	00.25%	00.58%	00.94%	00.24%	00.40%
<b>GS-01</b>	#	8	4	4	1	1	2	3	1	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	12.50%	12.50%	25.00%	37.50%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-02</b>	#	93	54	39	3	4	24	11	27	22	0	2	0	0	0	0	0	0
	%	100.01%	58.07%	41.94%	03.23%	04.30%	25.81%	11.83%	29.03%	23.66%	00.00%	02.15%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-03</b>	#	941	434	507	77	51	139	214	191	211	13	19	3	0	6	6	5	6
	%	100.00%	46.12%	53.88%	08.18%	05.42%	14.77%	22.74%	20.30%	22.42%	01.38%	02.02%	00.32%	00.00%	00.64%	00.64%	00.53%	00.64%
<b>GS-04</b>	#	4,274	1,702	2,572	195	219	729	1,139	654	1,010	65	92	8	11	28	46	23	55
	%	100.01%	39.83%	60.18%	04.56%	05.12%	17.06%	26.65%	15.30%	23.63%	01.52%	02.15%	00.19%	00.26%	00.66%	01.08%	00.54%	01.29%
<b>GS-05</b>	#	29,201	8,952	20,249	898	1,462	3,836	7,719	3,459	9,487	482	946	49	104	141	320	87	211
	%	100.02%	30.67%	69.35%	03.08%	05.01%	13.14%	26.43%	11.85%	32.49%	01.65%	03.24%	00.17%	00.36%	00.48%	01.10%	00.30%	00.72%
<b>GS-06</b>	#	54,225	15,506	38,719	1,654	2,852	7,704	19,114	4,796	13,810	854	1,747	113	226	243	609	142	361
	%	100.00%	28.59%	71.41%	03.05%	05.26%	14.21%	35.25%	08.84%	25.47%	01.57%	03.22%	00.21%	00.42%	00.45%	01.12%	00.26%	00.67%
<b>GS-07</b>	#	22,113	8,512	13,601	914	995	4,403	6,945	2,480	4,608	457	593	50	84	142	271	66	105
	%	100.01%	38.50%	61.51%	04.13%	04.50%	19.91%	31.41%	11.22%	20.84%	02.07%	02.68%	00.23%	00.38%	00.64%	01.23%	00.30%	00.47%
<b>GS-08</b>	#	23,125	7,081	16,044	660	1,032	4,130	9,326	1,321	3,810	776	1,419	35	77	104	261	55	119
	%	100.00%	30.62%	69.38%	02.85%	04.46%	17.86%	40.33%	05.71%	16.48%	03.36%	06.14%	00.15%	00.33%	00.45%	01.13%	00.24%	00.51%
<b>GS-09</b>	#	22,074	9,444	12,630	876	921	5,213	7,116	2,529	3,536	543	637	51	54	169	271	63	95
	%	100.02%	42.80%	57.22%	03.97%	04.17%	23.62%	32.24%	11.46%	16.02%	02.46%	02.89%	00.23%	00.24%	00.77%	01.23%	00.29%	00.43%
<b>GS-10</b>	#	5,082	2,700	2,382	202	159	1,550	1,316	707	683	165	144	14	9	47	54	15	17
	%	100.00%	53.13%	46.87%	03.97%	03.13%	30.50%	25.90%	13.91%	13.44%	03.25%	02.83%	00.28%	00.18%	00.92%	01.06%	00.30%	00.33%

**Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  GS/GM/GL GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
GS-11	#	71,583	20,837	50,746	1,758	2,974	13,125	29,687	3,643	10,905	1,811	5,975	104	198	306	763	90	244
	%	100.02%	29.13%	70.89%	02.46%	04.15%	18.34%	41.47%	05.09%	15.23%	02.53%	08.35%	00.15%	00.28%	00.43%	01.07%	00.13%	00.34%
GS-12	#	33,855	13,509	20,346	901	1,207	9,227	13,230	2,121	4,100	944	1,360	55	57	201	302	60	90
	%	100.00%	39.89%	60.11%	02.66%	03.57%	27.25%	39.08%	06.26%	12.11%	02.79%	04.02%	00.16%	00.17%	00.59%	00.89%	00.18%	00.27%
GS-13	#	44,619	13,917	30,702	835	1,356	10,357	21,046	1,567	5,264	905	2,489	32	73	170	354	51	120
	%	99.99%	31.18%	68.81%	01.87%	03.04%	23.21%	47.17%	03.51%	11.80%	02.03%	05.58%	00.07%	00.16%	00.38%	00.79%	00.11%	00.27%
GS-14	#	8,023	3,736	4,287	180	185	2,824	2,949	461	866	211	221	8	9	34	44	18	13
	%	99.99%	46.56%	53.43%	02.24%	02.31%	35.20%	36.76%	05.75%	10.79%	02.63%	02.75%	00.10%	00.11%	00.42%	00.55%	00.22%	00.16%
GS-15	#	29,985	17,941	12,044	954	691	12,150	6,833	855	983	3,642	3,274	41	34	242	175	57	54
	%	100.00%	59.84%	40.16%	03.18%	02.30%	40.52%	22.79%	02.85%	03.28%	12.15%	10.92%	00.14%	00.11%	00.81%	00.58%	00.19%	00.18%
All Other (unspecified GS)	#	126	55	71	4	2	34	39	9	15	6	12	0	0	2	1	0	2
	%	99.98%	43.64%	56.34%	03.17%	01.59%	26.98%	30.95%	07.14%	11.90%	04.76%	09.52%	00.00%	00.00%	01.59%	00.79%	00.00%	01.59%
Total GS Employees	#	349,327	124,384	224,943	10,112	14,111	75,447	126,687	24,821	59,310	10,874	18,930	563	936	1,835	3,477	732	1,492
	%	100.02%	35.61%	64.41%	02.89%	04.04%	21.60%	36.27%	07.11%	16.98%	03.11%	05.42%	00.16%	00.27%	00.53%	01.00%	00.21%	00.43%
SES	#	376	240	136	9	2	189	101	33	21	6	5	0	2	2	3	1	2
	%	100.01%	63.84%	36.17%	02.39%	00.53%	50.27%	26.86%	08.78%	05.59%	01.60%	01.33%	00.00%	00.53%	00.53%	00.80%	00.27%	00.53%
Other Senior Pay	#	31	23	8	1	0	18	6	1	1	3	0	0	0	0	1	0	0
	%	100.01%	74.20%	25.81%	03.23%	00.00%	58.06%	19.35%	03.23%	03.23%	09.68%	00.00%	00.00%	00.00%	00.00%	03.23%	00.00%	00.00%
Total Senior Pay	#	407	263	144	10	2	207	107	34	22	9	5	0	2	2	4	1	2
	%	100.00%	64.62%	35.38%	02.46%	00.49%	50.86%	26.29%	08.35%	05.41%	02.21%	01.23%	00.00%	00.49%	00.49%	00.98%	00.25%	00.49%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents. For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2019**

All VA  GS/GM/GL GRADES	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%			<b>12.00%</b>	<b>2.00%</b>													
<b>GS-01</b>	#	8	3	0	5	2	0	0	1	0	0	0	0	0	1	0	0	0
	%	100.00%	37.50%	00.00%	62.50%	25.00%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%
<b>GS-02</b>	#	93	50	14	29	10	0	2	1	0	0	0	1	1	3	1	1	0
	%	100.00%	53.76%	15.05%	31.18%	10.75%	00.00%	02.15%	01.08%	00.00%	00.00%	00.00%	01.08%	01.08%	03.23%	01.08%	01.08%	00.00%
<b>GS-03</b>	#	941	662	55	224	85	0	5	4	2	0	6	4	5	17	42	0	0
	%	100.00%	70.35%	05.84%	23.80%	09.03%	00.00%	00.53%	00.43%	00.21%	00.00%	00.64%	00.43%	00.53%	01.81%	04.46%	00.00%	00.00%
<b>GS-04</b>	#	4,279	3,010	289	980	271	1	4	41	21	4	8	15	14	15	141	1	6
	%	100.00%	70.34%	06.75%	22.90%	06.33%	00.02%	00.09%	00.96%	00.49%	00.09%	00.19%	00.35%	00.33%	00.35%	03.30%	00.02%	00.14%
<b>GS-05</b>	#	29,213	23,109	1,689	4,415	971	10	38	80	51	12	52	65	69	18	548	10	18
	%	100.00%	79.11%	05.78%	15.11%	03.32%	00.03%	00.13%	00.27%	00.17%	00.04%	00.18%	00.22%	00.24%	00.06%	01.88%	00.03%	00.06%
<b>GS-06</b>	#	54,248	43,341	2,569	8,338	1,361	2	31	111	68	32	81	132	119	25	725	10	25
	%	100.00%	79.89%	04.74%	15.37%	02.51%	00.00%	00.06%	00.20%	00.13%	00.06%	00.15%	00.24%	00.22%	00.05%	01.34%	00.02%	00.05%
<b>GS-07</b>	#	22,116	16,939	1,227	3,950	746	0	33	33	27	21	52	73	45	13	416	9	24
	%	100.00%	76.59%	05.55%	17.86%	03.37%	00.00%	00.15%	00.15%	00.12%	00.09%	00.24%	00.33%	00.20%	00.06%	01.88%	00.04%	00.11%
<b>GS-08</b>	#	23,139	20,009	903	2,227	311	0	5	25	11	9	21	25	40	0	162	3	10
	%	100.00%	86.47%	03.90%	09.62%	01.34%	00.00%	00.02%	00.11%	00.05%	00.04%	00.09%	00.11%	00.17%	00.00%	00.70%	00.01%	00.04%
<b>GS-09</b>	#	22,079	16,793	1,212	4,074	838	2	30	34	20	17	44	66	41	11	556	2	15
	%	100.00%	76.06%	05.49%	18.45%	03.80%	00.01%	00.14%	00.15%	00.09%	00.08%	00.20%	00.30%	00.19%	00.05%	02.52%	00.01%	00.07%
<b>GS-10</b>	#	5,082	3,576	350	1,156	179	0	7	6	1	5	14	17	15	1	107	0	6
	%	100.00%	70.37%	06.89%	22.75%	03.52%	00.00%	00.14%	00.12%	00.02%	00.10%	00.28%	00.33%	00.30%	00.02%	02.11%	00.00%	00.12%
<b>GS-11</b>	#	71,614	61,281	2,536	7,797	1,150	2	20	59	78	37	92	129	83	10	590	13	37
	%	100.00%	85.57%	03.54%	10.89%	01.61%	00.00%	00.03%	00.08%	00.11%	00.05%	00.13%	00.18%	00.12%	00.01%	00.82%	00.02%	00.05%
<b>GS-12</b>	#	33,857	28,379	1,266	4,212	666	0	11	41	42	34	53	95	54	6	305	5	20
	%	100.00%	83.82%	03.74%	12.44%	01.97%	00.00%	00.03%	00.12%	00.12%	00.10%	00.16%	00.28%	00.16%	00.02%	00.90%	00.01%	00.06%
<b>GS-13</b>	#	44,628	39,484	1,450	3,694	440	2	3	21	35	23	35	79	52	0	162	5	23
	%	100.00%	88.47%	03.25%	08.28%	00.99%	00.00%	00.01%	00.05%	00.08%	00.05%	00.08%	00.18%	00.12%	00.00%	00.36%	00.01%	00.05%

**Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2019**

All VA  GS/GM/GL GRADES	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
GS-14	#	8,023	6,983	313	727	93	0	3	5	12	9	7	18	5	0	28	3	3
	%	100.00%	87.04%	03.90%	09.06%	01.16%	00.00%	00.04%	00.06%	00.15%	00.11%	00.09%	00.22%	00.06%	00.00%	00.35%	00.04%	00.04%
GS-15	#	29,986	27,625	934	1,427	146	0	1	7	9	11	14	46	20	0	33	1	4
	%	100.00%	92.13%	03.11%	04.76%	00.49%	00.00%	00.00%	00.02%	00.03%	00.04%	00.05%	00.15%	00.07%	00.00%	00.11%	00.00%	00.01%
All Other (unspecified GS)	#	126	115	1	10	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	91.27%	00.79%	07.94%	00.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.79%	00.00%	00.00%	00.00%	00.00%	00.00%
Total GS Employees	#	349,432	291,359	14,808	43,265	7,270	19	193	469	377	214	479	766	563	120	3,816	63	191
	%	100.00%	83.38%	04.24%	12.38%	02.08%	00.01%	00.06%	00.13%	00.11%	00.06%	00.14%	00.22%	00.16%	00.03%	01.09%	00.02%	00.05%
SES	#	376	335	12	29	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	89.10%	03.19%	07.71%	00.80%	00.00%	00.00%	00.00%	00.00%	00.27%	00.00%	00.27%	00.00%	00.00%	00.27%	00.00%	00.00%
Other Senior Pay	#	31	26	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.87%	06.45%	09.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Senior Pay	#	407	361	14	32	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	88.70%	03.44%	07.86%	00.74%	00.00%	00.00%	00.00%	00.00%	00.25%	00.00%	00.25%	00.00%	00.00%	00.25%	00.00%	00.00%
GS-1 to GS-10	#	161,198	127,492	8,308	25,398	4,774	15	155	336	201	100	278	398	349	104	2,698	36	104
	%	100.00%	79.09%	05.15%	15.76%	02.96%	00.01%	00.10%	00.21%	00.12%	00.06%	00.17%	00.25%	00.22%	00.06%	01.67%	00.02%	00.06%
GS-11 to SES	#	188,641	164,228	6,514	17,899	2,499	4	38	133	176	115	201	369	214	16	1,119	27	87
	%	100.00%	87.06%	03.45%	09.49%	01.32%	00.00%	00.02%	00.07%	00.09%	00.06%	00.11%	00.20%	00.11%	00.01%	00.59%	00.01%	00.05%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2019**

All VA  GS/GM/GL GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Temporary Workforce</b>	#	18,276	6,214	12,062	359	582	3,869	7,657	805	1,923	1,011	1,592	28	42	75	140	67	126
	%	99.99%	33.99%	66.00%	01.96%	03.18%	21.17%	41.90%	04.40%	10.52%	05.53%	08.71%	00.15%	00.23%	00.41%	00.77%	00.37%	00.69%
<b>GS-01</b>	#	51	24	27	2	2	17	13	0	2	5	10	0	0	0	0	0	0
	%	99.99%	47.05%	52.94%	03.92%	03.92%	33.33%	25.49%	00.00%	03.92%	09.80%	19.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-02</b>	#	27	10	17	0	1	8	11	2	3	0	2	0	0	0	0	0	0
	%	100.00%	37.04%	62.96%	00.00%	03.70%	29.63%	40.74%	07.41%	11.11%	00.00%	07.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-03</b>	#	79	33	46	4	1	18	27	10	14	1	4	0	0	0	0	0	0
	%	100.00%	41.77%	58.23%	05.06%	01.27%	22.78%	34.18%	12.66%	17.72%	01.27%	05.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-04</b>	#	548	155	393	15	22	77	208	33	113	26	40	0	1	1	3	3	6
	%	99.99%	28.28%	71.71%	02.74%	04.01%	14.05%	37.96%	06.02%	20.62%	04.74%	07.30%	00.00%	00.18%	00.18%	00.55%	00.55%	01.09%
<b>GS-05</b>	#	1,208	398	810	43	55	155	283	147	356	31	88	4	8	9	9	9	11
	%	100.01%	32.96%	67.05%	03.56%	04.55%	12.83%	23.43%	12.17%	29.47%	02.57%	07.28%	00.33%	00.66%	00.75%	00.75%	00.75%	00.91%
<b>GS-06</b>	#	745	273	472	31	42	127	247	91	135	9	27	3	4	6	8	6	9
	%	100.00%	36.65%	63.35%	04.16%	05.64%	17.05%	33.15%	12.21%	18.12%	01.21%	03.62%	00.40%	00.54%	00.81%	01.07%	00.81%	01.21%
<b>GS-07</b>	#	915	362	553	37	33	209	326	63	123	38	46	2	2	9	18	4	5
	%	100.01%	39.56%	60.45%	04.04%	03.61%	22.84%	35.63%	06.89%	13.44%	04.15%	05.03%	00.22%	00.22%	00.98%	01.97%	00.44%	00.55%
<b>GS-08</b>	#	714	176	538	17	24	89	285	26	132	36	78	2	6	2	2	4	11
	%	99.99%	24.64%	75.35%	02.38%	03.36%	12.46%	39.92%	03.64%	18.49%	05.04%	10.92%	00.28%	00.84%	00.28%	00.28%	00.56%	01.54%
<b>GS-09</b>	#	1,369	459	910	29	38	272	609	98	172	45	71	4	1	10	8	1	11
	%	100.00%	33.53%	66.47%	02.12%	02.78%	19.87%	44.49%	07.16%	12.56%	03.29%	05.19%	00.29%	00.07%	00.73%	00.58%	00.07%	00.80%
<b>GS-10</b>	#	36	18	18	1	0	13	14	1	3	3	1	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	02.78%	00.00%	36.11%	38.89%	02.78%	08.33%	08.33%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2019**

All VA  GS/GM/GL GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS-11	#	2,009	520	1,489	36	71	316	897	92	264	69	217	0	5	3	16	4	19
	%	100.00%	25.88%	74.12%	01.79%	03.53%	15.73%	44.65%	04.58%	13.14%	03.43%	10.80%	00.00%	00.25%	00.15%	00.80%	00.20%	00.95%
GS-12	#	1,528	459	1,069	22	44	326	757	42	91	60	156	2	4	5	13	2	4
	%	100.01%	30.05%	69.96%	01.44%	02.88%	21.34%	49.54%	02.75%	05.96%	03.93%	10.21%	00.13%	00.26%	00.33%	00.85%	00.13%	00.26%
GS-13	#	1,401	548	853	19	24	400	646	24	62	90	109	1	1	9	6	5	5
	%	100.00%	39.11%	60.89%	01.36%	01.71%	28.55%	46.11%	01.71%	04.43%	06.42%	07.78%	00.07%	00.07%	00.64%	00.43%	00.36%	00.36%
GS-14	#	293	166	127	3	3	113	103	7	4	42	15	0	0	1	2	0	0
	%	99.99%	56.65%	43.34%	01.02%	01.02%	38.57%	35.15%	02.39%	01.37%	14.33%	05.12%	00.00%	00.00%	00.34%	00.68%	00.00%	00.00%
GS-15	#	1,617	987	630	32	15	575	342	31	33	334	227	3	3	8	9	4	1
	%	100.02%	61.05%	38.97%	01.98%	00.93%	35.56%	21.15%	01.92%	02.04%	20.66%	14.04%	00.19%	00.19%	00.49%	00.56%	00.25%	00.06%
All Other (unspecified GS)	#	5,654	1,577	4,077	68	207	1,113	2,861	135	414	218	498	7	7	11	46	25	44
	%	99.99%	27.89%	72.10%	01.20%	03.66%	19.69%	50.60%	02.39%	07.32%	03.86%	08.81%	00.12%	00.12%	00.19%	00.81%	00.44%	00.78%
Total GS Employees	#	18,194	6,165	12,029	359	582	3,828	7,629	802	1,921	1,007	1,589	28	42	74	140	67	126
	%	99.99%	33.88%	66.11%	01.97%	03.20%	21.04%	41.93%	04.41%	10.56%	05.53%	08.73%	00.15%	00.23%	00.41%	00.77%	00.37%	00.69%
SES	#	8	4	4	0	0	1	4	2	0	0	0	0	0	1	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	12.50%	50.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%
Other Senior Pay	#	74	45	29	0	0	40	24	1	2	4	3	0	0	0	0	0	0
	%	99.99%	60.81%	39.18%	00.00%	00.00%	54.05%	32.43%	01.35%	02.70%	05.41%	04.05%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Senior Pay	#	82	49	33	0	0	41	28	3	2	4	3	0	0	1	0	0	0
	%	100.01%	59.76%	40.25%	00.00%	00.00%	50.00%	34.15%	03.66%	02.44%	04.88%	03.66%	00.00%	00.00%	01.22%	00.00%	00.00%	00.00%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents. For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2019**

All VA  GS/GM/GL GRADES	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				<b>12.00%</b>	<b>2.00%</b>												
<b>GS-01</b>	#	51	40	9	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	78.43%	17.65%	03.92%	01.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.96%	00.00%	00.00%
<b>GS-02</b>	#	27	22	0	5	4	1	0	0	0	0	0	0	1	2	0	0	0
	%	100.00%	81.48%	00.00%	18.52%	14.81%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	07.41%	00.00%	00.00%	00.00%
<b>GS-03</b>	#	79	60	3	16	4	0	0	1	0	0	1	0	0	2	0	0	0
	%	100.00%	75.95%	03.80%	20.25%	05.06%	00.00%	00.00%	01.27%	00.00%	00.00%	01.27%	00.00%	00.00%	00.00%	02.53%	00.00%	00.00%
<b>GS-04</b>	#	548	441	36	71	19	1	2	0	0	1	2	1	0	12	0	0	0
	%	100.00%	80.47%	06.57%	12.96%	03.47%	00.18%	00.36%	00.00%	00.00%	00.18%	00.36%	00.18%	00.00%	00.00%	02.19%	00.00%	00.00%
<b>GS-05</b>	#	1,208	917	88	203	63	2	7	3	2	1	5	4	4	1	34	0	0
	%	100.00%	75.91%	07.28%	16.80%	05.22%	00.17%	00.58%	00.25%	00.17%	00.08%	00.41%	00.33%	00.33%	00.08%	02.81%	00.00%	00.00%
<b>GS-06</b>	#	745	504	65	176	49	0	4	4	0	0	3	2	2	1	32	0	1
	%	100.00%	67.65%	08.72%	23.62%	06.58%	00.00%	00.54%	00.54%	00.00%	00.00%	00.40%	00.27%	00.27%	00.13%	04.30%	00.00%	00.13%
<b>GS-07</b>	#	916	664	72	180	42	1	3	1	2	2	5	2	2	0	23	1	0
	%	100.00%	72.49%	07.86%	19.65%	04.59%	00.11%	00.33%	00.11%	00.22%	00.22%	00.55%	00.22%	00.22%	00.00%	02.51%	00.11%	00.00%
<b>GS-08</b>	#	715	636	31	48	9	0	1	0	1	0	1	0	2	0	4	0	0
	%	100.00%	88.95%	04.34%	06.71%	01.26%	00.00%	00.14%	00.00%	00.14%	00.00%	00.14%	00.00%	00.28%	00.00%	00.56%	00.00%	00.00%
<b>GS-09</b>	#	1,369	1,022	113	234	53	0	0	1	3	1	6	3	1	3	34	0	1
	%	100.00%	74.65%	08.25%	17.09%	03.87%	00.00%	00.00%	00.07%	00.22%	00.07%	00.44%	00.22%	00.07%	00.22%	02.48%	00.00%	00.07%
<b>GS-10</b>	#	36	19	4	13	3	0	0	0	0	0	1	0	1	0	1	0	0
	%	100.00%	52.78%	11.11%	36.11%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%	02.78%	00.00%	02.78%	00.00%	00.00%
<b>GS-11</b>	#	2,009	1,691	108	210	51	0	3	5	1	3	4	3	5	1	26	0	0
	%	100.00%	84.17%	05.38%	10.45%	02.54%	00.00%	00.15%	00.25%	00.05%	00.15%	00.20%	00.15%	00.25%	00.05%	01.29%	00.00%	00.00%
<b>GS-12</b>	#	1,529	1,334	71	124	19	1	0	3	0	0	1	1	0	2	11	0	0
	%	100.00%	87.25%	04.64%	08.11%	01.24%	00.07%	00.00%	00.20%	00.00%	00.00%	00.07%	00.07%	00.00%	00.13%	00.72%	00.00%	00.00%
<b>GS-13</b>	#	1,401	1,258	61	82	14	0	1	1	3	1	0	2	1	0	4	0	1
	%	100.00%	89.79%	04.35%	05.85%	01.00%	00.00%	00.07%	00.07%	00.21%	00.07%	00.00%	00.14%	00.07%	00.00%	00.29%	00.00%	00.07%

**Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2019**

All VA  GS/GM/GL GRADES	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
GS-14	#	293	257	14	22	8	0	1	0	1	0	0	1	1	0	4	0	0
	%	100.00%	87.71%	04.78%	07.51%	02.73%	00.00%	00.34%	00.00%	00.34%	00.00%	00.00%	00.34%	00.34%	00.00%	01.37%	00.00%	00.00%
GS-15	#	1,618	1,520	44	54	6	0	0	2	0	0	0	2	1	0	1	0	0
	%	100.00%	93.94%	02.72%	03.34%	00.37%	00.00%	00.00%	00.12%	00.00%	00.00%	00.00%	00.12%	00.06%	00.00%	00.06%	00.00%	00.00%
All Other (unspecified GS)	#	5,657	5,017	388	252	36	1	2	6	2	2	4	1	5	0	13	0	0
	%	100.00%	88.69%	06.86%	04.45%	00.64%	00.02%	00.04%	00.11%	00.04%	00.04%	00.07%	00.02%	00.09%	00.00%	00.23%	00.00%	00.00%
Total GS Employees	#	18,201	15,402	1,107	1,692	381	7	24	27	15	11	33	22	25	9	204	1	3
	%	100.00%	84.62%	06.08%	09.30%	02.09%	00.04%	00.13%	00.15%	00.08%	00.06%	00.18%	00.12%	00.14%	00.05%	01.12%	00.01%	00.02%
SES	#	8	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	62.50%	37.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Other Senior Pay	#	74	70	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.59%	02.70%	02.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Senior Pay	#	82	75	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.46%	06.10%	02.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-1 to GS-10	#	5,694	4,325	421	948	247	5	17	10	8	5	24	12	12	6	145	1	2
	%	100.00%	75.96%	07.39%	16.65%	04.34%	00.09%	00.30%	00.18%	00.14%	00.09%	00.42%	00.21%	00.21%	00.11%	02.55%	00.02%	00.04%
GS-11 to SES	#	12,589	11,152	691	746	134	2	7	17	7	6	9	10	13	3	59	0	1
	%	100.00%	88.59%	05.49%	05.93%	01.06%	00.02%	00.06%	00.14%	00.06%	00.05%	00.07%	00.08%	00.10%	00.02%	00.47%	00.00%	00.01%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  SALARY RANGE		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Permanent Workforce</b>	#	382,070	150,499	231,571	12,150	14,681	88,248	129,248	34,942	62,361	11,378	19,178	658	967	2,221	3,591	902	1,545
	%	100.00%	39.40%	60.60%	03.18%	03.84%	23.10%	33.83%	09.15%	16.32%	02.98%	05.02%	00.17%	00.25%	00.58%	00.94%	00.24%	00.40%
<b>Up to \$20,000</b>	#	168	63	105	26	15	14	32	18	52	4	2	0	0	1	2	0	2
	%	100.00%	37.50%	62.50%	15.48%	08.93%	08.33%	19.05%	10.71%	30.95%	02.38%	01.19%	00.00%	00.00%	00.60%	01.19%	00.00%	01.19%
<b>\$20,001-\$30,000</b>	#	6,483	4,124	2,359	454	288	1,529	877	1,978	1,061	32	53	7	11	67	44	57	25
	%	100.00%	63.60%	36.40%	07.00%	04.44%	23.58%	13.53%	30.51%	16.37%	00.49%	00.82%	00.11%	00.17%	01.03%	00.68%	00.88%	00.39%
<b>\$30,001-\$40,000</b>	#	38,421	16,685	21,736	1,475	1,713	7,392	9,545	6,850	8,940	452	744	84	128	265	350	167	316
	%	100.00%	43.43%	56.57%	03.84%	04.46%	19.24%	24.84%	17.83%	23.27%	01.18%	01.94%	00.22%	00.33%	00.69%	00.91%	00.43%	00.82%
<b>\$40,001-\$50,000</b>	#	64,025	23,500	40,525	2,333	2,822	11,121	19,170	8,474	15,812	895	1,467	135	230	358	680	184	344
	%	100.01%	36.71%	63.30%	03.64%	04.41%	17.37%	29.94%	13.24%	24.70%	01.40%	02.29%	00.21%	00.36%	00.56%	01.06%	00.29%	00.54%
<b>\$50,001-\$60,000</b>	#	44,718	19,080	25,638	1,804	1,930	10,442	13,040	5,324	8,572	964	1,319	102	117	326	470	118	190
	%	100.00%	42.67%	57.33%	04.03%	04.32%	23.35%	29.16%	11.91%	19.17%	02.16%	02.95%	00.23%	00.26%	00.73%	01.05%	00.26%	00.42%
<b>\$60,001-\$70,000</b>	#	37,802	16,066	21,736	1,443	1,533	9,813	12,878	3,581	5,650	811	1,033	72	98	266	393	80	151
	%	100.01%	42.50%	57.51%	03.82%	04.06%	25.96%	34.07%	09.47%	14.95%	02.15%	02.73%	00.19%	00.26%	00.70%	01.04%	00.21%	00.40%
<b>\$70,001-\$80,000</b>	#	36,873	12,996	23,877	1,040	1,444	8,501	15,289	2,414	5,281	726	1,322	62	78	183	333	70	130
	%	100.00%	35.25%	64.75%	02.82%	03.92%	23.05%	41.46%	06.55%	14.32%	01.97%	03.59%	00.17%	00.21%	00.50%	00.90%	00.19%	00.35%
<b>\$80,001-\$90,000</b>	#	35,670	11,403	24,267	847	1,383	7,584	15,276	1,923	5,319	810	1,765	52	63	144	356	43	105
	%	100.00%	31.96%	68.04%	02.37%	03.88%	21.26%	42.83%	05.39%	14.91%	02.27%	04.95%	00.15%	00.18%	00.40%	01.00%	00.12%	00.29%
<b>\$90,001-\$100,000</b>	#	25,810	8,088	17,722	604	997	5,313	10,748	1,205	3,641	760	1,916	35	64	125	267	46	89
	%	99.99%	31.34%	68.65%	02.34%	03.86%	20.59%	41.64%	04.67%	14.11%	02.94%	07.42%	00.14%	00.25%	00.48%	01.03%	00.18%	00.34%
<b>\$100,001-\$110,000</b>	#	20,126	6,418	13,708	448	654	4,374	8,272	807	2,684	669	1,823	24	48	74	186	22	41
	%	100.00%	31.89%	68.11%	02.23%	03.25%	21.73%	41.10%	04.01%	13.34%	03.32%	09.06%	00.12%	00.24%	00.37%	00.92%	00.11%	00.20%

**Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  SALARY RANGE		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>\$110,001-\$120,000</b>	#	14,797	5,033	9,764	302	457	3,517	6,052	607	1,749	498	1,314	17	26	68	128	24	38
	%	100.01%	34.01%	66.00%	02.04%	03.09%	23.77%	40.90%	04.10%	11.82%	03.37%	08.88%	00.11%	00.18%	00.46%	00.87%	00.16%	00.26%
<b>\$120,001-\$130,000</b>	#	11,116	3,705	7,411	186	347	2,608	4,589	424	1,222	410	1,117	11	26	50	84	16	26
	%	99.98%	33.32%	66.66%	01.67%	03.12%	23.46%	41.28%	03.81%	10.99%	03.69%	10.05%	00.10%	00.23%	00.45%	00.76%	00.14%	00.23%
<b>\$130,001-\$140,000</b>	#	8,053	2,674	5,379	116	202	1,957	3,467	224	764	329	848	7	23	29	57	12	18
	%	100.01%	33.21%	66.80%	01.44%	02.51%	24.30%	43.05%	02.78%	09.49%	04.09%	10.53%	00.09%	00.29%	00.36%	00.71%	00.15%	00.22%
<b>\$140,001-\$150,000</b>	#	4,478	1,520	2,958	78	99	1,076	1,863	178	407	170	539	4	6	10	36	4	8
	%	99.99%	33.94%	66.05%	01.74%	02.21%	24.03%	41.60%	03.97%	09.09%	03.80%	12.04%	00.09%	00.13%	00.22%	00.80%	00.09%	00.18%
<b>\$150,001-\$160,000</b>	#	2,538	965	1,573	40	59	688	891	82	187	137	404	2	10	11	18	5	4
	%	100.01%	38.03%	61.98%	01.58%	02.32%	27.11%	35.11%	03.23%	07.37%	05.40%	15.92%	00.08%	00.39%	00.43%	00.71%	00.20%	00.16%
<b>\$160,001-\$170,000</b>	#	2,327	930	1,397	38	61	693	853	80	166	102	292	2	6	12	13	3	6
	%	100.01%	39.97%	60.04%	01.63%	02.62%	29.78%	36.66%	03.44%	07.13%	04.38%	12.55%	00.09%	00.26%	00.52%	00.56%	00.13%	00.26%
<b>\$170,001-\$180,000</b>	#	862	460	402	16	27	369	256	33	40	33	66	5	1	3	8	1	4
	%	100.02%	53.38%	46.64%	01.86%	03.13%	42.81%	29.70%	03.83%	04.64%	03.83%	07.66%	00.58%	00.12%	00.35%	00.93%	00.12%	00.46%
<b>\$180,001 and Greater</b>	#	27,803	16,789	11,014	900	650	11,257	6,150	740	814	3,576	3,154	37	32	229	166	50	48
	%	100.00%	60.38%	39.62%	03.24%	02.34%	40.49%	22.12%	02.66%	02.93%	12.86%	11.34%	00.13%	00.12%	00.82%	00.60%	00.18%	00.17%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Total salaries are calculated as salary + special pay.

For wage grade employees salaries are calculated as their hourly salary \* 2080.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table B5: SALARY - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  SALARY RANGE	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%			<b>12.00%</b>	<b>2.00%</b>													
<b>Up to \$20,000</b>	#	168	143	7	18	3	1	0	0	0	0	0	1	0	0	1	0	0
	%	100.00%	85.12%	04.17%	10.71%	01.79%	00.60%	00.00%	00.00%	00.00%	00.00%	00.00%	00.60%	00.00%	00.00%	00.60%	00.00%	00.00%
<b>\$20,001-\$30,000</b>	#	6,488	4,308	499	1,681	520	6	31	65	22	7	14	14	16	34	308	0	3
	%	100.00%	66.40%	07.69%	25.91%	08.01%	00.09%	00.48%	01.00%	00.34%	00.11%	00.22%	00.22%	00.25%	00.52%	04.75%	00.00%	00.05%
<b>\$30,001-\$40,000</b>	#	38,445	27,543	2,836	8,066	2,108	17	80	191	71	30	70	98	111	88	1,317	8	27
	%	100.00%	71.64%	07.38%	20.98%	05.48%	00.04%	00.21%	00.50%	00.18%	00.08%	00.18%	00.25%	00.29%	00.23%	03.43%	00.02%	00.07%
<b>\$40,001-\$50,000</b>	#	64,042	49,195	3,284	11,563	2,267	1	55	166	98	39	123	201	157	87	1,279	21	40
	%	100.00%	76.82%	05.13%	18.06%	03.54%	00.00%	00.09%	00.26%	00.15%	00.06%	00.19%	00.31%	00.25%	00.14%	02.00%	00.03%	00.06%
<b>\$50,001-\$60,000</b>	#	44,729	34,882	2,278	7,569	1,422	1	51	100	55	30	88	122	86	20	821	12	36
	%	100.00%	77.99%	05.09%	16.92%	03.18%	00.00%	00.11%	00.22%	00.12%	00.07%	00.20%	00.27%	00.19%	00.04%	01.84%	00.03%	00.08%
<b>\$60,001-\$70,000</b>	#	37,819	30,406	1,723	5,690	964	3	22	42	33	26	57	99	67	17	566	10	22
	%	100.00%	80.40%	04.56%	15.05%	02.55%	00.01%	00.06%	00.11%	00.09%	00.07%	00.15%	00.26%	00.18%	00.04%	01.50%	00.03%	00.06%
<b>\$70,001-\$80,000</b>	#	36,887	30,869	1,461	4,557	687	0	6	34	35	22	42	84	58	5	371	5	25
	%	100.00%	83.69%	03.96%	12.35%	01.86%	00.00%	00.02%	00.09%	00.09%	00.06%	00.11%	00.23%	00.16%	00.01%	01.01%	00.01%	00.07%
<b>\$80,001-\$90,000</b>	#	35,679	30,552	1,252	3,875	553	1	7	27	40	25	56	74	45	7	247	5	19
	%	100.00%	85.63%	03.51%	10.86%	01.55%	00.00%	00.02%	00.08%	00.11%	00.07%	00.16%	00.21%	00.13%	00.02%	00.69%	00.01%	00.05%
<b>\$90,001-\$100,000</b>	#	25,815	22,567	810	2,438	324	0	6	25	24	17	25	47	27	1	135	2	15
	%	100.00%	87.42%	03.14%	09.44%	01.26%	00.00%	00.02%	00.10%	00.09%	00.07%	00.10%	00.18%	00.10%	00.00%	00.52%	00.01%	00.06%
<b>\$100,001-\$110,000</b>	#	20,130	17,685	656	1,789	237	0	2	11	26	13	16	38	29	0	85	2	15
	%	100.00%	87.85%	03.26%	08.89%	01.18%	00.00%	00.01%	00.05%	00.13%	00.06%	00.08%	00.19%	00.14%	00.00%	00.42%	00.01%	00.07%
<b>\$110,001-\$120,000</b>	#	14,800	13,119	475	1,206	154	0	1	14	15	10	13	28	18	0	49	3	3
	%	100.00%	88.64%	03.21%	08.15%	01.04%	00.00%	00.01%	00.09%	00.10%	00.07%	00.09%	00.19%	00.12%	00.00%	00.33%	00.02%	00.02%
<b>\$120,001-\$130,000</b>	#	11,117	10,056	322	739	78	0	2	2	6	8	2	14	8	0	30	1	5
	%	100.00%	90.46%	02.90%	06.65%	00.70%	00.00%	00.02%	00.02%	00.05%	00.07%	00.02%	00.13%	00.07%	00.00%	00.27%	00.01%	00.04%
<b>\$130,001-\$140,000</b>	#	8,053	7,339	213	501	61	0	1	4	4	3	8	13	9	0	13	1	5
	%	100.00%	91.13%	02.64%	06.22%	00.76%	00.00%	00.01%	00.05%	00.05%	00.04%	00.10%	00.16%	00.11%	00.00%	00.16%	00.01%	00.06%

**Table B5: SALARY - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  SALARY RANGE	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Seriof Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
\$140,001-\$150,000	#	4,478	4,073	118	287	36	0	0	4	3	2	2	8	3	0	14	0	0
	%	100.00%	90.96%	02.64%	06.41%	00.80%	00.00%	00.00%	00.09%	00.07%	00.04%	00.04%	00.18%	00.07%	00.00%	00.31%	00.00%	00.00%
\$150,001-\$160,000	#	2,538	2,325	73	140	20	0	1	1	3	1	2	5	3	0	3	1	0
	%	100.00%	91.61%	02.88%	05.52%	00.79%	00.00%	00.04%	00.04%	00.12%	00.04%	00.08%	00.20%	00.12%	00.00%	00.12%	00.04%	00.00%
\$160,001-\$170,000	#	2,327	2,129	56	142	18	0	0	1	2	1	0	5	4	0	3	0	2
	%	100.00%	91.49%	02.41%	06.10%	00.77%	00.00%	00.00%	00.04%	00.09%	00.04%	00.00%	00.21%	00.17%	00.00%	00.13%	00.00%	00.09%
\$170,001-\$180,000	#	863	788	26	49	6	1	0	1	0	0	0	1	1	0	2	0	0
	%	100.00%	91.31%	03.01%	05.68%	00.70%	00.12%	00.00%	00.12%	00.00%	00.00%	00.00%	00.12%	00.12%	00.00%	00.23%	00.00%	00.00%
\$180,001 and Greater	#	27,805	25,687	848	1,270	126	0	0	5	6	11	14	41	14	0	30	1	4
	%	100.00%	92.38%	03.05%	04.57%	00.45%	00.00%	00.00%	00.02%	00.02%	00.04%	00.05%	00.15%	00.05%	00.00%	00.11%	00.00%	00.01%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Total salaries are calculated as salary + special pay.

For wage grade employees salaries are calculated as their hourly salary \* 2080.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2019**

All VA  SALARY RANGE		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
							male	female	male	female	male	female	male	female	male	female	male	female
<b>Temporary Workforce</b>	#	19,785	7,250	12,535	455	636	4,283	7,787	1,270	2,172	1,035	1,609	31	44	92	150	84	137
	%	99.99%	36.64%	63.35%	02.30%	03.21%	21.65%	39.36%	06.42%	10.98%	05.23%	08.13%	00.16%	00.22%	00.46%	00.76%	00.42%	00.69%
<b>Up to \$20,000</b>	#	320	79	241	5	19	56	148	13	54	4	9	0	2	1	4	0	5
	%	100.00%	24.68%	75.32%	01.56%	05.94%	17.50%	46.25%	04.06%	16.88%	01.25%	02.81%	00.00%	00.63%	00.31%	01.25%	00.00%	01.56%
<b>\$20,001-\$30,000</b>	#	2,612	865	1,747	58	135	475	1,131	259	345	32	89	4	1	16	27	21	19
	%	100.01%	33.12%	66.89%	02.22%	05.17%	18.19%	43.30%	09.92%	13.21%	01.23%	03.41%	00.15%	00.04%	00.61%	01.03%	00.80%	00.73%
<b>\$30,001-\$40,000</b>	#	2,847	1,088	1,759	108	96	488	913	368	515	81	175	5	9	16	21	22	30
	%	100.01%	38.22%	61.79%	03.79%	03.37%	17.14%	32.07%	12.93%	18.09%	02.85%	06.15%	00.18%	00.32%	00.56%	00.74%	00.77%	01.05%
<b>\$40,001-\$50,000</b>	#	3,046	1,066	1,980	80	107	626	1,216	218	356	107	238	7	11	14	34	14	18
	%	100.00%	35.00%	65.00%	02.63%	03.51%	20.55%	39.92%	07.16%	11.69%	03.51%	07.81%	00.23%	00.36%	00.46%	01.12%	00.46%	00.59%
<b>\$50,001-\$60,000</b>	#	2,478	918	1,560	60	75	568	1,011	152	261	112	180	7	2	12	10	7	21
	%	99.98%	37.03%	62.95%	02.42%	03.03%	22.92%	40.80%	06.13%	10.53%	04.52%	07.26%	00.28%	00.08%	00.48%	00.40%	00.28%	00.85%
<b>\$60,001-\$70,000</b>	#	1,392	483	909	31	38	306	595	77	150	59	101	0	3	6	6	4	16
	%	100.01%	34.70%	65.31%	02.23%	02.73%	21.98%	42.74%	05.53%	10.78%	04.24%	07.26%	00.00%	00.22%	00.43%	00.43%	00.29%	01.15%
<b>\$70,001-\$80,000</b>	#	1,310	381	929	28	46	246	613	54	151	42	94	2	2	5	15	4	8
	%	100.01%	29.09%	70.92%	02.14%	03.51%	18.78%	46.79%	04.12%	11.53%	03.21%	07.18%	00.15%	00.15%	00.38%	01.15%	00.31%	00.61%
<b>\$80,001-\$90,000</b>	#	1,025	301	724	19	33	204	456	33	117	42	102	1	2	0	6	2	8
	%	100.01%	29.37%	70.64%	01.85%	03.22%	19.90%	44.49%	03.22%	11.41%	04.10%	09.95%	00.10%	00.20%	00.00%	00.59%	00.20%	00.78%
<b>\$90,001-\$100,000</b>	#	768	222	546	12	18	142	365	23	65	41	88	0	2	3	4	1	4
	%	99.99%	28.90%	71.09%	01.56%	02.34%	18.49%	47.53%	02.99%	08.46%	05.34%	11.46%	00.00%	00.26%	00.39%	00.52%	00.13%	00.52%
<b>\$100,001-\$110,000</b>	#	852	253	599	5	23	181	387	17	60	45	114	2	2	3	8	0	5
	%	99.99%	29.69%	70.30%	00.59%	02.70%	21.24%	45.42%	02.00%	07.04%	05.28%	13.38%	00.23%	00.23%	00.35%	00.94%	00.00%	00.59%

**Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2019**

All VA  SALARY RANGE		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
							male	female	male	female	male	female	male	female	male	female	male	female
<b>\$110,001-\$120,000</b>	#	627	229	398	10	14	157	270	8	32	50	74	0	4	2	3	2	1
	%	99.99%	36.52%	63.47%	01.59%	02.23%	25.04%	43.06%	01.28%	05.10%	07.97%	11.80%	00.00%	00.64%	00.32%	00.48%	00.32%	00.16%
<b>\$120,001-\$130,000</b>	#	426	173	253	3	10	116	173	3	21	47	46	0	1	2	2	2	0
	%	99.99%	40.60%	59.39%	00.70%	02.35%	27.23%	40.61%	00.70%	04.93%	11.03%	10.80%	00.00%	00.23%	00.47%	00.47%	00.47%	00.00%
<b>\$130,001-\$140,000</b>	#	283	122	161	4	6	78	97	9	8	27	48	0	0	3	1	1	1
	%	99.99%	43.10%	56.89%	01.41%	02.12%	27.56%	34.28%	03.18%	02.83%	09.54%	16.96%	00.00%	00.00%	01.06%	00.35%	00.35%	00.35%
<b>\$140,001-\$150,000</b>	#	121	54	67	0	1	38	47	3	2	13	17	0	0	0	0	0	0
	%	99.99%	44.62%	55.37%	00.00%	00.83%	31.40%	38.84%	02.48%	01.65%	10.74%	14.05%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>\$150,001-\$160,000</b>	#	86	44	42	0	0	26	28	1	1	16	12	0	1	1	0	0	0
	%	99.98%	51.15%	48.83%	00.00%	00.00%	30.23%	32.56%	01.16%	01.16%	18.60%	13.95%	00.00%	01.16%	01.16%	00.00%	00.00%	00.00%
<b>\$160,001-\$170,000</b>	#	129	70	59	0	1	50	45	2	1	18	10	0	0	0	1	0	1
	%	100.01%	54.26%	45.75%	00.00%	00.78%	38.76%	34.88%	01.55%	00.78%	13.95%	07.75%	00.00%	00.00%	00.00%	00.78%	00.00%	00.78%
<b>\$170,001-\$180,000</b>	#	55	27	28	0	1	19	22	1	1	6	4	0	0	1	0	0	0
	%	100.01%	49.10%	50.91%	00.00%	01.82%	34.55%	40.00%	01.82%	01.82%	10.91%	07.27%	00.00%	00.00%	01.82%	00.00%	00.00%	00.00%
<b>\$180,001 and Greater</b>	#	1,408	875	533	32	13	507	270	29	32	293	208	3	2	7	8	4	0
	%	99.99%	62.14%	37.85%	02.27%	00.92%	36.01%	19.18%	02.06%	02.27%	20.81%	14.77%	00.21%	00.14%	00.50%	00.57%	00.28%	00.00%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

Total salaries are calculated as salary + special pay.

For wage grade employees salaries are calculated as their hourly salary \* 2080.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table B5: SALARY - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2019**

All VA  SALARY RANGE	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%			<b>12.00%</b>	<b>2.00%</b>													
<b>Up to \$20,000</b>	#	320	243	56	21	7	0	0	0	0	0	0	0	1	0	5	0	1
	%	100.00%	75.94%	17.50%	06.56%	02.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.31%	00.00%	01.56%	00.00%	00.31%
<b>\$20,001-\$30,000</b>	#	2,613	2,089	213	311	81	1	4	11	3	3	5	1	1	3	49	0	0
	%	100.00%	79.95%	08.15%	11.90%	03.10%	00.04%	00.15%	00.42%	00.11%	00.11%	00.19%	00.04%	00.04%	00.11%	01.88%	00.00%	00.00%
<b>\$30,001-\$40,000</b>	#	2,847	2,156	229	462	154	5	12	8	1	5	9	6	7	5	96	0	0
	%	100.00%	75.73%	08.04%	16.23%	05.41%	00.18%	00.42%	00.28%	00.04%	00.18%	00.32%	00.21%	00.25%	00.18%	03.37%	00.00%	00.00%
<b>\$40,001-\$50,000</b>	#	3,048	2,439	173	436	112	2	5	6	4	3	7	7	2	1	73	2	0
	%	100.00%	80.02%	05.68%	14.30%	03.67%	00.07%	00.16%	00.20%	00.13%	00.10%	00.23%	00.23%	00.07%	00.03%	02.40%	00.07%	00.00%
<b>\$50,001-\$60,000</b>	#	2,480	1,979	181	320	74	0	2	3	4	1	8	2	5	2	45	0	2
	%	100.00%	79.80%	07.30%	12.90%	02.98%	00.00%	00.08%	00.12%	00.16%	00.04%	00.32%	00.08%	00.20%	00.08%	01.81%	00.00%	00.08%
<b>\$60,001-\$70,000</b>	#	1,392	1,119	92	181	49	0	2	3	0	1	7	2	4	0	30	0	0
	%	100.00%	80.39%	06.61%	13.00%	03.52%	00.00%	00.14%	00.22%	00.00%	00.07%	00.50%	00.14%	00.29%	00.00%	02.16%	00.00%	00.00%
<b>\$70,001-\$80,000</b>	#	1,311	1,106	81	124	23	1	1	3	1	0	2	1	3	2	9	0	0
	%	100.00%	84.36%	06.18%	09.46%	01.75%	00.08%	00.08%	00.23%	00.08%	00.00%	00.15%	00.08%	00.23%	00.15%	00.69%	00.00%	00.00%
<b>\$80,001-\$90,000</b>	#	1,025	902	47	76	11	0	0	1	1	2	0	0	1	2	4	0	0
	%	100.00%	88.00%	04.59%	07.41%	01.07%	00.00%	00.00%	00.10%	00.10%	00.20%	00.00%	00.00%	00.10%	00.20%	00.39%	00.00%	00.00%
<b>\$90,001-\$100,000</b>	#	768	667	32	69	12	0	0	2	1	1	0	1	1	0	6	0	0
	%	100.00%	86.85%	04.17%	08.98%	01.56%	00.00%	00.00%	00.26%	00.13%	00.13%	00.00%	00.13%	00.13%	00.00%	00.78%	00.00%	00.00%
<b>\$100,001-\$110,000</b>	#	852	782	30	40	7	0	0	0	2	0	0	2	0	0	3	0	0
	%	100.00%	91.78%	03.52%	04.69%	00.82%	00.00%	00.00%	00.00%	00.23%	00.00%	00.00%	00.23%	00.00%	00.00%	00.35%	00.00%	00.00%
<b>\$110,001-\$120,000</b>	#	627	570	27	30	7	0	1	1	0	0	0	0	1	0	4	0	0
	%	100.00%	90.91%	04.31%	04.78%	01.12%	00.00%	00.16%	00.16%	00.00%	00.00%	00.00%	00.00%	00.16%	00.00%	00.64%	00.00%	00.00%
<b>\$120,001-\$130,000</b>	#	426	393	14	19	4	0	1	0	1	0	0	1	0	0	1	0	0
	%	100.00%	92.25%	03.29%	04.46%	00.94%	00.00%	00.23%	00.00%	00.23%	00.00%	00.00%	00.23%	00.00%	00.00%	00.23%	00.00%	00.00%
<b>\$130,001-\$140,000</b>	#	283	261	8	14	3	0	0	0	0	0	0	1	0	0	1	0	1
	%	100.00%	92.23%	02.83%	04.95%	01.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.35%	00.00%	00.00%	00.35%	00.00%	00.35%

**Table B5: SALARY - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2019**

All VA  SALARY RANGE	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>\$140,001-\$150,000</b>	#	121	107	6	8	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.43%	04.96%	06.61%	00.83%	00.00%	00.83%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>\$150,001-\$160,000</b>	#	86	82	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.35%	00.00%	04.65%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>\$160,001-\$170,000</b>	#	129	113	6	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.60%	04.65%	07.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>\$170,001-\$180,000</b>	#	55	50	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.91%	05.45%	03.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>\$180,001 and Greater</b>	#	1,409	1,336	38	35	6	0	0	2	0	0	0	2	1	0	1	0	0
	%	100.00%	94.82%	02.70%	02.48%	00.43%	00.00%	00.00%	00.14%	00.00%	00.00%	00.00%	00.14%	00.07%	00.00%	00.07%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

Total salaries are calculated as salary + special pay.

For wage grade employees salaries are calculated as their hourly salary \* 2080.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>0180 Psychology</b>	#	7,355	2,391	4,964	100	220	2,066	3,958	98	374	92	326	6	13	14	53	15	20
	%	99.98%	32.50%	67.48%	01.36%	02.99%	28.09%	53.81%	01.33%	05.08%	01.25%	04.43%	00.08%	00.18%	00.19%	00.72%	00.20%	00.27%
<b>0180 RCLF</b>		100.00%	32.67%	67.33%	01.73%	03.88%	28.55%	57.27%	01.52%	03.41%	00.70%	02.10%	00.02%	00.02%	00.12%	00.45%	00.03%	00.20%
<b>GS-A/9</b>	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/11</b>	#	128	24	104	1	4	19	79	1	9	3	10	0	1	0	1	0	0
	%	99.99%	18.74%	81.25%	00.78%	03.13%	14.84%	61.72%	00.78%	07.03%	02.34%	07.81%	00.00%	00.78%	00.00%	00.78%	00.00%	00.00%
<b>GS-A/12</b>	#	393	93	300	9	18	73	233	8	27	2	18	0	0	1	3	0	1
	%	100.00%	23.67%	76.33%	02.29%	04.58%	18.58%	59.29%	02.04%	06.87%	00.51%	04.58%	00.00%	00.00%	00.25%	00.76%	00.00%	00.25%
<b>GS-A/13</b>	#	4,659	1,572	3,087	65	123	1,374	2,502	62	237	47	180	6	8	9	30	9	7
	%	99.99%	33.74%	66.25%	01.40%	02.64%	29.49%	53.70%	01.33%	05.09%	01.01%	03.86%	00.13%	00.17%	00.19%	00.64%	00.19%	00.15%
<b>GS-A/14</b>	#	686	280	406	13	19	253	319	5	41	6	17	0	2	2	8	1	0
	%	100.01%	40.82%	59.19%	01.90%	02.77%	36.88%	46.50%	00.73%	05.98%	00.87%	02.48%	00.00%	00.29%	00.29%	01.17%	00.15%	00.00%
<b>GS-A/15</b>	#	140	82	58	1	5	79	48	2	4	0	0	0	1	0	0	0	0
	%	100.00%	58.57%	41.43%	00.71%	03.57%	56.43%	34.29%	01.43%	02.86%	00.00%	00.00%	00.00%	00.71%	00.00%	00.00%	00.00%	00.00%
<b>GM-B/13</b>	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GM-B/15</b>	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-N/0</b>	#	1,341	336	1,005	11	51	264	773	20	56	34	101	0	1	2	11	5	12
	%	99.99%	25.06%	74.93%	00.82%	03.80%	19.69%	57.64%	01.49%	04.18%	02.54%	07.53%	00.00%	00.07%	00.15%	00.82%	00.37%	00.89%
<b>SR-X/99</b>	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Vacancy Announcements</b>	#	399																
<b>Relevant Applicant Pool</b>	%	99.98%	32.50%	67.48%	01.36%	02.99%	28.09%	53.81%	01.33%	05.08%	01.25%	04.43%	00.08%	00.18%	00.19%	00.72%	00.20%	00.27%
<b>Internal Applications</b>	#	1,210	405	805	55	103	290	486	44	147	8	46	0	7	6	8	2	8
	%	100.00%	33.47%	66.53%	4.55%	8.51%	23.97%	40.17%	3.64%	12.15%	0.66%	3.80%	0.00%	0.58%	0.50%	0.66%	0.17%	0.66%
<b>Qualified Internal Applicants</b>	#	863	285	578	34	50	222	385	21	91	4	34	0	6	3	5	1	7
	%	100.00%	33.02%	66.98%	3.94%	5.79%	25.72%	44.61%	2.43%	10.54%	0.46%	3.94%	0.00%	0.70%	0.35%	0.58%	0.12%	0.81%
<b>Referred Applicants</b>	#	832	277	555	33	47	215	370	21	87	4	33	0	6	3	5	1	7
	%	100.00%	33.29%	66.71%	3.97%	5.65%	25.84%	44.47%	2.52%	10.46%	0.48%	3.97%	0.00%	0.72%	0.36%	0.60%	0.12%	0.84%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	625	175	450	13	23	143	354	9	33	8	26	0	3	2	8	0	3
	%	100.00%	28.00%	72.00%	02.08%	03.68%	22.88%	56.64%	01.44%	05.28%	01.28%	04.16%	00.00%	00.48%	00.32%	01.28%	00.00%	00.48%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	471																
<b>Voluntarily Identified Applicants</b>	#	1,927	691	1,236	127	229	462	698	62	210	26	72	2	2	10	10	2	15
	%	100.00%	35.86%	64.14%	6.59%	11.88%	23.98%	36.22%	3.22%	10.90%	1.35%	3.74%	0.10%	0.10%	0.52%	0.52%	0.10%	0.78%
<b>Qualified External Applicants</b>	#	1,466	540	926	75	148	394	566	40	137	23	55	1	2	6	9	1	9
	%	100.00%	36.83%	63.17%	5.12%	10.10%	26.88%	38.61%	2.73%	9.35%	1.57%	3.75%	0.07%	0.14%	0.41%	0.61%	0.07%	0.61%
<b>Referred Applicants</b>	#	1,213	455	758	57	120	341	479	31	101	20	43	1	2	5	8	0	5
	%	100.00%	37.51%	62.49%	4.70%	9.89%	28.11%	39.49%	2.56%	8.33%	1.65%	3.54%	0.08%	0.16%	0.41%	0.66%	0.00%	0.41%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	1,886	490	1,394	21	74	385	1,049	32	97	35	123	0	4	3	20	14	27

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
						male	female	male	female	male	female	male	female	male	female	male	female	
	%	100.00%	26.01%	73.99%	01.11%	03.93%	20.44%	55.68%	01.70%	05.15%	01.86%	06.53%	00.00%	00.21%	00.16%	01.06%	00.74%	01.43%
0201 Human Resources Management	#	4,719	1,627	3,092	141	267	974	1,595	429	1,042	51	102	8	16	18	51	6	19
	%	100.00%	34.48%	65.52%	02.99%	05.66%	20.64%	33.80%	09.09%	22.08%	01.08%	02.16%	00.17%	00.34%	00.38%	01.08%	00.13%	00.40%
0201 RCLF		99.99%	40.58%	59.41%	04.76%	06.40%	29.64%	42.57%	03.36%	06.91%	02.31%	02.70%	00.04%	00.09%	00.26%	00.45%	00.21%	00.29%
GS-A/0	#	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/5	#	6	4	2	1	0	2	1	1	1	0	0	0	0	0	0	0	0
	%	100.01%	66.67%	33.34%	16.67%	00.00%	33.33%	16.67%	16.67%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	259	92	167	7	17	54	78	28	55	2	10	0	3	0	2	1	2
	%	100.00%	35.52%	64.48%	02.70%	06.56%	20.85%	30.12%	10.81%	21.24%	00.77%	03.86%	00.00%	01.16%	00.00%	00.77%	00.39%	00.77%
GS-A/9	#	708	208	500	20	39	116	249	60	179	6	21	4	2	2	7	0	3
	%	99.98%	29.36%	70.62%	02.82%	05.51%	16.38%	35.17%	08.47%	25.28%	00.85%	02.97%	00.56%	00.28%	00.28%	00.99%	00.00%	00.42%
GS-A/11	#	882	317	565	39	49	181	308	78	180	12	10	2	2	5	15	0	1
	%	100.00%	35.94%	64.06%	04.42%	05.56%	20.52%	34.92%	08.84%	20.41%	01.36%	01.13%	00.23%	00.23%	00.57%	01.70%	00.00%	00.11%
GS-A/12	#	1,868	625	1,243	50	121	372	642	164	395	25	49	1	8	9	19	4	9
	%	100.00%	33.45%	66.55%	02.68%	06.48%	19.91%	34.37%	08.78%	21.15%	01.34%	02.62%	00.05%	00.43%	00.48%	01.02%	00.21%	00.48%
GS-A/13	#	668	261	407	19	32	160	194	76	158	5	10	0	1	0	8	1	4
	%	100.00%	39.07%	60.93%	02.84%	04.79%	23.95%	29.04%	11.38%	23.65%	00.75%	01.50%	00.00%	00.15%	00.00%	01.20%	00.15%	00.60%
GS-A/14	#	276	100	176	5	9	76	105	17	60	0	2	1	0	1	0	0	0
	%	99.99%	36.23%	63.76%	01.81%	03.26%	27.54%	38.04%	06.16%	21.74%	00.00%	00.72%	00.36%	00.00%	00.36%	00.00%	00.00%	00.00%
GS-A/15	#	44	18	26	0	0	12	14	4	12	1	0	0	0	1	0	0	0
	%	99.99%	40.90%	59.09%	00.00%	00.00%	27.27%	31.82%	09.09%	27.27%	02.27%	00.00%	00.00%	00.00%	02.27%	00.00%	00.00%	00.00%
ES-E/0	#	6	1	5	0	0	1	4	0	1	0	0	0	0	0	0	0	0
	%	100.01%	16.67%	83.34%	00.00%	00.00%	16.67%	66.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Vacancy Announcements</b>	#	1,138																
<b>Relevant Applicant Pool</b>	%	100.00%	34.48%	65.52%	02.99%	05.66%	20.64%	33.80%	09.09%	22.08%	01.08%	02.16%	00.17%	00.34%	00.38%	01.08%	00.13%	00.40%
<b>Internal Applications</b>	#	27,225	10,763	16,462	1,726	1,959	4,822	5,892	3,461	7,318	414	623	53	74	142	268	145	328
	%	100.00%	39.53%	60.47%	6.34%	7.20%	17.71%	21.64%	12.71%	26.88%	1.52%	2.29%	0.19%	0.27%	0.52%	0.98%	0.53%	1.20%
<b>Qualified Internal Applicants</b>	#	10,321	4,021	6,300	668	683	1,946	2,500	1,142	2,626	155	203	22	19	44	134	44	135
	%	100.00%	38.96%	61.04%	6.47%	6.62%	18.85%	24.22%	11.06%	25.44%	1.50%	1.97%	0.21%	0.18%	0.43%	1.30%	0.43%	1.31%
<b>Referred Applicants</b>	#	9,600	3,727	5,873	622	629	1,774	2,345	1,085	2,440	144	189	18	16	43	127	41	127
	%	100.00%	38.82%	61.18%	6.48%	6.55%	18.48%	24.43%	11.30%	25.42%	1.50%	1.97%	0.19%	0.17%	0.45%	1.32%	0.43%	1.32%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	2,247	752	1,494	57	125	479	775	175	511	26	43	3	7	12	23	0	10
	%	100.00%	33.48%	66.52%	02.54%	05.57%	21.33%	34.51%	07.79%	22.75%	01.16%	01.91%	00.13%	00.31%	00.53%	01.02%	00.00%	00.45%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	120																
<b>Voluntarily Identified Applicants</b>	#	8,469	2,914	5,555	385	595	1,317	1,833	991	2,812	142	168	18	8	30	56	31	83
	%	100.00%	34.41%	65.59%	4.55%	7.03%	15.55%	21.64%	11.70%	33.20%	1.68%	1.98%	0.21%	0.09%	0.35%	0.66%	0.37%	0.98%
<b>Qualified External Applicants</b>	#	4,956	1,718	3,238	214	338	746	989	611	1,722	95	109	13	4	20	29	19	47
	%	100.00%	34.67%	65.33%	4.32%	6.82%	15.05%	19.96%	12.33%	34.75%	1.92%	2.20%	0.26%	0.08%	0.40%	0.59%	0.38%	0.95%
<b>Referred Applicants</b>	#	3,255	1,172	2,083	153	210	534	691	396	1,072	57	55	10	3	9	22	13	30
	%	100.00%	36.01%	63.99%	4.70%	6.45%	16.41%	21.23%	12.17%	32.93%	1.75%	1.69%	0.31%	0.09%	0.28%	0.68%	0.40%	0.92%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	497	197	299	19	20	116	147	46	102	5	8	2	0	2	14	7	8

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White	Black or African American				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	39.71%	60.27%	03.83%	04.03%	23.39%	29.64%	09.27%	20.56%	01.01%	01.61%	00.40%	00.00%	00.40%	02.82%	01.41%	01.61%
<b>0602 Medical Officer</b>	#	27,753	16,710	11,043	893	629	10,975	6,062	721	775	3,807	3,333	38	34	223	167	53	43
	%	100.00%	60.22%	39.78%	03.22%	02.27%	39.55%	21.84%	02.60%	02.79%	13.72%	12.01%	00.14%	00.12%	00.80%	00.60%	00.19%	00.15%
<b>0602 RCLF</b>		99.98%	67.55%	32.43%	03.92%	01.92%	48.84%	20.13%	02.67%	02.33%	11.46%	07.62%	00.02%	00.02%	00.21%	00.13%	00.43%	00.28%
<b>GS-A/15</b>	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>VM-J/0</b>	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%
<b>VM-J/15</b>	#	18,058	10,806	7,252	680	515	6,728	3,660	542	607	2,630	2,295	29	26	165	118	32	31
	%	99.99%	59.84%	40.15%	03.77%	02.85%	37.26%	20.27%	03.00%	03.36%	14.56%	12.71%	00.16%	00.14%	00.91%	00.65%	00.18%	00.17%
<b>AD-L/0</b>	#	232	114	118	6	0	75	73	2	7	29	38	0	0	1	0	1	0
	%	100.01%	49.14%	50.87%	02.59%	00.00%	32.33%	31.47%	00.86%	03.02%	12.50%	16.38%	00.00%	00.00%	00.43%	00.00%	00.43%	00.00%
<b>AD-L/5</b>	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-L/15</b>	#	9,415	5,758	3,657	207	114	4,143	2,318	176	159	1,146	998	9	8	57	49	20	11
	%	100.00%	61.16%	38.84%	02.20%	01.21%	44.00%	24.62%	01.87%	01.69%	12.17%	10.60%	00.10%	00.08%	00.61%	00.52%	00.21%	00.12%
<b>SR-X/15</b>	#	40	29	11	0	0	26	7	1	2	2	2	0	0	0	0	0	0
	%	100.00%	72.50%	27.50%	00.00%	00.00%	65.00%	17.50%	02.50%	05.00%	05.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>SR-X/99</b>	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	257																
<b>Relevant Applicant Pool</b>	%	100.00%	60.22%	39.78%	03.22%	02.27%	39.55%	21.84%	02.60%	02.79%	13.72%	12.01%	00.14%	00.12%	00.80%	00.60%	00.19%	00.15%
<b>Internal Applications</b>	#	652	436	216	67	31	222	91	37	32	109	60	1	0	0	2	0	0

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	66.87%	33.13%	10.28%	4.75%	34.05%	13.96%	5.67%	4.91%	16.72%	9.20%	0.15%	0.00%	0.00%	0.31%	0.00%	0.00%
Qualified Internal Applicants	#	435	282	153	41	24	133	61	25	22	82	46	1	0	0	0	0	0
	%	100.00%	64.83%	35.17%	9.43%	5.52%	30.57%	14.02%	5.75%	5.06%	18.85%	10.57%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	397	260	137	38	20	122	59	23	20	76	38	1	0	0	0	0	0
	%	100.00%	65.49%	34.51%	9.57%	5.04%	30.73%	14.86%	5.79%	5.04%	19.14%	9.57%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	60	30	30	2	0	17	17	0	1	10	11	0	0	1	1	0	0
	%	100.00%	50.00%	50.00%	03.33%	00.00%	28.33%	28.33%	00.00%	01.67%	16.67%	18.33%	00.00%	00.00%	01.67%	01.67%	00.00%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#	1,390																
Voluntarily Identified Applicants	#	5,658	3,788	1,870	548	236	1,946	720	298	323	961	570	5	1	22	10	8	10
	%	100.00%	66.95%	33.05%	9.69%	4.17%	34.39%	12.73%	5.27%	5.71%	16.98%	10.07%	0.09%	0.02%	0.39%	0.18%	0.14%	0.18%
Qualified External Applicants	#	4,442	3,003	1,439	378	191	1,648	614	209	231	737	397	5	0	18	2	8	4
	%	100.00%	67.60%	32.40%	8.51%	4.30%	37.10%	13.82%	4.71%	5.20%	16.59%	8.94%	0.11%	0.00%	0.41%	0.05%	0.18%	0.09%
Referred Applicants	#	3,666	2,504	1,162	299	142	1,363	495	176	180	640	339	4	0	16	2	6	4
	%	100.00%	68.30%	31.70%	8.16%	3.87%	37.18%	13.50%	4.80%	4.91%	17.46%	9.25%	0.11%	0.00%	0.44%	0.05%	0.16%	0.11%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	4,098	2,347	1,741	102	69	1,519	964	107	130	522	495	5	7	18	16	74	60
	%	100.00%	57.42%	42.59%	02.50%	01.69%	37.16%	23.58%	02.62%	03.18%	12.77%	12.11%	00.12%	00.17%	00.44%	00.39%	01.81%	01.47%
0603 Physician's Assistant	#	2,495	1,016	1,479	42	41	781	1,148	103	145	60	113	4	2	20	21	6	9
	%	99.98%	40.71%	59.27%	01.68%	01.64%	31.30%	46.01%	04.13%	05.81%	02.40%	04.53%	00.16%	00.08%	00.80%	00.84%	00.24%	00.36%
<b>0603 RCLF</b>		99.99%	33.18%	66.81%	03.50%	06.19%	23.42%	49.09%	02.84%	05.76%	02.73%	04.91%	00.02%	00.00%	00.26%	00.47%	00.41%	00.39%

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>GS-A/13</b>	#	5	2	3	0	0	2	0	0	1	0	1	0	0	0	1	0	0
	%	100.00%	40.00%	60.00%	00.00%	00.00%	40.00%	00.00%	00.00%	20.00%	00.00%	20.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%
<b>VN-K/9</b>	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>VN-K/11</b>	#	115	41	74	1	2	29	53	6	5	2	9	0	0	2	2	1	3
	%	100.02%	35.66%	64.36%	00.87%	01.74%	25.22%	46.09%	05.22%	04.35%	01.74%	07.83%	00.00%	00.00%	01.74%	01.74%	00.87%	02.61%
<b>VN-K/12</b>	#	506	205	301	4	4	168	245	21	28	9	21	1	0	1	2	1	1
	%	100.01%	40.52%	59.49%	00.79%	00.79%	33.20%	48.42%	04.15%	05.53%	01.78%	04.15%	00.20%	00.00%	00.20%	00.40%	00.20%	00.20%
<b>VN-K/13</b>	#	1,630	713	917	36	29	540	692	70	100	45	77	3	2	16	13	3	4
	%	99.98%	43.73%	56.25%	02.21%	01.78%	33.13%	42.45%	04.29%	06.13%	02.76%	04.72%	00.18%	00.12%	00.98%	00.80%	00.18%	00.25%
<b>VN-K/14</b>	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-M/11</b>	#	4	2	2	1	0	1	1	0	0	0	1	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	25.00%	00.00%	25.00%	25.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-M/12</b>	#	54	10	44	0	2	8	40	0	1	2	1	0	0	0	0	0	0
	%	99.98%	18.51%	81.47%	00.00%	03.70%	14.81%	74.07%	00.00%	01.85%	03.70%	01.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-M/13</b>	#	124	23	101	0	1	20	88	2	7	0	2	0	0	1	3	0	0
	%	100.01%	18.55%	81.46%	00.00%	00.81%	16.13%	70.97%	01.61%	05.65%	00.00%	01.61%	00.00%	00.00%	00.81%	02.42%	00.00%	00.00%
<b>AD-N/0</b>	#	52	17	35	0	3	10	27	4	3	2	1	0	0	0	0	1	1
	%	99.99%	32.69%	67.30%	00.00%	05.77%	19.23%	51.92%	07.69%	05.77%	03.85%	01.92%	00.00%	00.00%	00.00%	00.00%	01.92%	01.92%
<b>SR-X/99</b>	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	33																

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Relevant Applicant Pool</b>	%	99.98%	40.71%	59.27%	01.68%	01.64%	31.30%	46.01%	04.13%	05.81%	02.40%	04.53%	00.16%	00.08%	00.80%	00.84%	00.24%	00.36%
<b>Internal Applications</b>	#	157	52	105	0	9	32	48	13	30	7	16	0	0	0	0	0	2
	%	100.00%	33.12%	66.88%	0.00%	5.73%	20.38%	30.57%	8.28%	19.11%	4.46%	10.19%	0.00%	0.00%	0.00%	0.00%	0.00%	1.27%
<b>Qualified Internal Applicants</b>	#	79	32	47	0	5	22	19	7	14	3	9	0	0	0	0	0	0
	%	100.00%	40.51%	59.49%	0.00%	6.33%	27.85%	24.05%	8.86%	17.72%	3.80%	11.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Referred Applicants</b>	#	77	32	45	0	4	22	18	7	14	3	9	0	0	0	0	0	0
	%	100.00%	41.56%	58.44%	0.00%	5.19%	28.57%	23.38%	9.09%	18.18%	3.90%	11.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	178	64	114	3	6	49	80	4	16	6	12	0	0	2	0	0	0
	%	100.00%	35.96%	64.04%	01.69%	03.37%	27.53%	44.94%	02.25%	08.99%	03.37%	06.74%	00.00%	00.00%	01.12%	00.00%	00.00%	00.00%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	257																
<b>Voluntarily Identified Applicants</b>	#	1,290	469	821	61	86	282	548	65	101	53	74	3	0	5	4	0	8
	%	100.00%	36.36%	63.64%	4.73%	6.67%	21.86%	42.48%	5.04%	7.83%	4.11%	5.74%	0.23%	0.00%	0.39%	0.31%	0.00%	0.62%
<b>Qualified External Applicants</b>	#	955	352	603	48	67	212	403	50	66	38	58	1	0	3	4	0	5
	%	100.00%	36.86%	63.14%	5.03%	7.02%	22.20%	42.20%	5.24%	6.91%	3.98%	6.07%	0.10%	0.00%	0.31%	0.42%	0.00%	0.52%
<b>Referred Applicants</b>	#	887	326	561	45	63	194	381	49	58	34	52	1	0	3	3	0	4
	%	100.00%	36.75%	63.25%	5.07%	7.10%	21.87%	42.95%	5.52%	6.54%	3.83%	5.86%	0.11%	0.00%	0.34%	0.34%	0.00%	0.45%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	622	225	395	13	18	157	295	18	23	11	33	2	2	3	1	21	23
	%	100.00%	36.28%	63.70%	02.10%	02.90%	25.32%	47.58%	02.90%	03.71%	01.77%	05.32%	00.32%	00.32%	00.48%	00.16%	03.39%	03.71%
<b>0610 Nurse</b>	#	75,359	14,156	61,203	1,216	3,219	8,998	36,365	1,634	12,349	1,969	7,883	61	229	198	855	80	303

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	99.99%	18.78%	81.21%	01.61%	04.27%	11.94%	48.26%	02.17%	16.39%	02.61%	10.46%	00.08%	00.30%	00.26%	01.13%	00.11%	00.40%
<b>0610 RCLF</b>		100.00%	09.01%	90.99%	00.64%	03.99%	06.25%	69.84%	00.89%	08.98%	01.10%	07.05%	00.01%	00.07%	00.07%	00.64%	00.05%	00.42%
VN-K/1	#	11,933	2,981	8,952	241	541	1,816	5,022	401	2,063	434	1,057	14	47	40	134	35	88
	%	100.00%	24.99%	75.01%	02.02%	04.53%	15.22%	42.08%	03.36%	17.29%	03.64%	08.86%	00.12%	00.39%	00.34%	01.12%	00.29%	00.74%
VN-K/2	#	38,295	7,771	30,524	729	1,779	4,766	16,683	874	6,367	1,221	4,989	37	125	114	466	30	115
	%	100.02%	20.30%	79.72%	01.90%	04.65%	12.45%	43.56%	02.28%	16.63%	03.19%	13.03%	00.10%	00.33%	00.30%	01.22%	00.08%	00.30%
VN-K/3	#	17,682	2,424	15,258	194	651	1,757	10,249	247	2,916	185	1,174	4	33	31	176	6	59
	%	100.01%	13.72%	86.29%	01.10%	03.68%	09.94%	57.96%	01.40%	16.49%	01.05%	06.64%	00.02%	00.19%	00.18%	01.00%	00.03%	00.33%
VN-K/4	#	997	123	874	3	44	98	611	15	180	5	31	0	1	2	5	0	2
	%	99.98%	12.33%	87.65%	00.30%	04.41%	09.83%	61.28%	01.50%	18.05%	00.50%	03.11%	00.00%	00.10%	00.20%	00.50%	00.00%	00.20%
VN-K/5	#	250	30	220	1	9	24	176	2	27	0	4	0	0	2	3	1	1
	%	100.00%	12.00%	88.00%	00.40%	03.60%	09.60%	70.40%	00.80%	10.80%	00.00%	01.60%	00.00%	00.00%	00.80%	01.20%	00.40%	00.40%
AD-M/0	#	379	75	304	5	10	51	195	8	56	9	36	0	0	1	4	1	3
	%	100.00%	19.78%	80.22%	01.32%	02.64%	13.46%	51.45%	02.11%	14.78%	02.37%	09.50%	00.00%	00.00%	00.26%	01.06%	00.26%	00.79%
AD-M/1	#	1,655	290	1,365	19	46	175	837	42	282	44	164	4	7	2	19	4	10
	%	99.99%	17.52%	82.47%	01.15%	02.78%	10.57%	50.57%	02.54%	17.04%	02.66%	09.91%	00.24%	00.42%	00.12%	01.15%	00.24%	00.60%
AD-M/2	#	3,361	393	2,968	18	118	262	1,995	42	408	63	372	1	12	5	42	2	21
	%	100.01%	11.70%	88.31%	00.54%	03.51%	07.80%	59.36%	01.25%	12.14%	01.87%	11.07%	00.03%	00.36%	00.15%	01.25%	00.06%	00.62%
AD-M/3	#	773	63	710	6	17	44	577	3	49	7	53	1	4	1	6	1	4
	%	100.02%	08.16%	91.86%	00.78%	02.20%	05.69%	74.64%	00.39%	06.34%	00.91%	06.86%	00.13%	00.52%	00.13%	00.78%	00.13%	00.52%
AD-M/4	#	10	1	9	0	1	1	7	0	1	0	0	0	0	0	0	0	0
	%	100.00%	10.00%	90.00%	00.00%	10.00%	10.00%	70.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/5	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-N/0	#	19	4	15	0	3	3	9	0	0	1	3	0	0	0	0	0	0

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
	%	100.00%	21.05%	78.95%	00.00%	15.79%	15.79%	47.37%	00.00%	00.00%	05.26%	15.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	2,072																
Relevant Applicant Pool	%	99.99%	18.78%	81.21%	01.61%	04.27%	11.94%	48.26%	02.17%	16.39%	02.61%	10.46%	00.08%	00.30%	00.26%	01.13%	00.11%	00.40%
Internal Applications	#	18,466	3,339	15,127	734	1,688	1,710	7,174	577	4,535	273	1,440	2	12	27	157	16	121
	%	100.00%	18.08%	81.92%	3.97%	9.14%	9.26%	38.85%	3.12%	24.56%	1.48%	7.80%	0.01%	0.06%	0.15%	0.85%	0.09%	0.66%
Qualified Internal Applicants	#	11,679	2,012	9,667	354	933	1,172	4,804	307	2,869	149	897	1	4	21	84	8	76
	%	100.00%	17.23%	82.77%	3.03%	7.99%	10.04%	41.13%	2.63%	24.57%	1.28%	7.68%	0.01%	0.03%	0.18%	0.72%	0.07%	0.65%
Referred Applicants	#	11,304	1,946	9,358	341	917	1,131	4,654	299	2,754	145	873	1	4	21	80	8	76
	%	100.00%	17.22%	82.78%	3.02%	8.11%	10.01%	41.17%	2.65%	24.36%	1.28%	7.72%	0.01%	0.04%	0.19%	0.71%	0.07%	0.67%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,370	1,061	4,309	82	222	701	2,711	124	854	129	436	3	9	20	60	2	17
	%	100.00%	19.76%	80.24%	01.53%	04.13%	13.05%	50.48%	02.31%	15.90%	02.40%	08.12%	00.06%	00.17%	00.37%	01.12%	00.04%	00.32%
<b>New Hires</b>																		
Vacancy Announcements	#	6,023																
Voluntarily Identified Applicants	#	88,432	16,360	72,072	2,595	7,293	8,534	35,275	2,943	20,384	1,967	7,531	34	107	162	962	125	520
	%	100.00%	18.50%	81.50%	2.93%	8.25%	9.65%	39.89%	3.33%	23.05%	2.22%	8.52%	0.04%	0.12%	0.18%	1.09%	0.14%	0.59%
Qualified External Applicants	#	72,379	13,393	58,986	1,979	5,674	7,272	29,671	2,241	16,111	1,622	6,236	23	84	145	790	111	420
	%	100.00%	18.50%	81.50%	2.73%	7.84%	10.05%	40.99%	3.10%	22.26%	2.24%	8.62%	0.03%	0.12%	0.20%	1.09%	0.15%	0.58%
Referred Applicants	#	65,822	12,318	53,504	1,829	5,239	6,633	26,838	2,048	14,393	1,556	5,873	23	81	125	715	104	365

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	18.71%	81.29%	2.78%	7.96%	10.08%	40.77%	3.11%	21.87%	2.36%	8.92%	0.03%	0.12%	0.19%	1.09%	0.16%	0.55%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	12,132	2,425	9,652	165	437	1,430	5,406	276	1,991	357	1,153	6	55	21	118	170	492
	%	100.00%	20.09%	79.93%	01.37%	03.62%	11.84%	44.76%	02.29%	16.49%	02.96%	09.55%	00.05%	00.46%	00.17%	00.98%	01.41%	04.07%
0620 Practical Nurse	#	15,498	2,776	12,722	350	868	1,441	6,789	607	3,992	300	729	15	52	38	208	25	84
	%	100.02%	17.93%	82.09%	02.26%	05.60%	09.30%	43.81%	03.92%	25.76%	01.94%	04.70%	00.10%	00.34%	00.25%	01.34%	00.16%	00.54%
0620 RCLF		100.01%	07.40%	92.61%	00.82%	06.43%	03.94%	59.94%	01.85%	21.69%	00.66%	03.06%	00.02%	00.06%	00.06%	00.95%	00.05%	00.48%
GS-A/3	#	96	17	79	5	11	6	44	3	15	3	7	0	0	0	0	0	2
	%	100.01%	17.72%	82.29%	05.21%	11.46%	06.25%	45.83%	03.13%	15.63%	03.13%	07.29%	00.00%	00.00%	00.00%	00.00%	00.00%	02.08%
GS-A/4	#	340	77	263	21	35	26	114	11	82	15	20	0	0	0	7	4	5
	%	100.01%	22.66%	77.35%	06.18%	10.29%	07.65%	33.53%	03.24%	24.12%	04.41%	05.88%	00.00%	00.00%	00.00%	02.06%	01.18%	01.47%
GS-A/5	#	949	182	767	34	84	81	361	33	234	25	61	3	2	5	15	1	10
	%	100.01%	19.19%	80.82%	03.58%	08.85%	08.54%	38.04%	03.48%	24.66%	02.63%	06.43%	00.32%	00.21%	00.53%	01.58%	00.11%	01.05%
GS-A/6	#	13,523	2,395	11,128	282	715	1,263	5,999	538	3,501	250	625	12	50	31	175	19	63
	%	100.01%	17.72%	82.29%	02.09%	05.29%	09.34%	44.36%	03.98%	25.89%	01.85%	04.62%	00.09%	00.37%	00.23%	01.29%	00.14%	00.47%
GS-A/7	#	590	105	485	8	23	65	271	22	160	7	16	0	0	2	11	1	4
	%	100.01%	17.81%	82.20%	01.36%	03.90%	11.02%	45.93%	03.73%	27.12%	01.19%	02.71%	00.00%	00.00%	00.34%	01.86%	00.17%	00.68%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	711																
Relevant Applicant Pool	%	100.02%	17.93%	82.09%	02.26%	05.60%	09.30%	43.81%	03.92%	25.76%	01.94%	04.70%	00.10%	00.34%	00.25%	01.34%	00.16%	00.54%
Internal Applications	#	3,896	590	3,306	124	442	198	1,317	154	1,272	92	198	8	7	3	38	11	32
	%	100.00%	15.14%	84.86%	3.18%	11.34%	5.08%	33.80%	3.95%	32.65%	2.36%	5.08%	0.21%	0.18%	0.08%	0.98%	0.28%	0.82%
	#	2,058	315	1,743	64	228	122	745	84	629	33	99	7	1	0	22	5	19

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
						male	female	male	female	male	female	male	female	male	female	male	female	
Qualified Internal Applicants	%	100.00%	15.31%	84.69%	3.11%	11.08%	5.93%	36.20%	4.08%	30.56%	1.60%	4.81%	0.34%	0.05%	0.00%	1.07%	0.24%	0.92%
Referred Applicants	#	1,960	293	1,667	53	196	119	729	78	607	31	94	7	1	0	22	5	18
	%	100.00%	14.95%	85.05%	2.70%	10.00%	6.07%	37.19%	3.98%	30.97%	1.58%	4.80%	0.36%	0.05%	0.00%	1.12%	0.26%	0.92%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	1,094	192	901	38	83	81	497	42	256	18	35	5	1	6	20	2	9
	%	100.00%	17.57%	82.42%	03.48%	07.59%	07.41%	45.47%	03.84%	23.42%	01.65%	03.20%	00.46%	00.09%	00.55%	01.83%	00.18%	00.82%
<b>New Hires</b>																		
Vacancy Announcements	#	1,215																
Voluntarily Identified Applicants	#	10,500	1,554	8,946	260	1,034	631	3,767	393	3,395	207	535	12	29	19	95	32	91
	%	100.00%	14.80%	85.20%	2.48%	9.85%	6.01%	35.88%	3.74%	32.33%	1.97%	5.10%	0.11%	0.28%	0.18%	0.90%	0.30%	0.87%
Qualified External Applicants	#	6,907	1,059	5,848	155	625	482	2,670	230	2,050	152	359	7	22	12	64	21	58
	%	100.00%	15.33%	84.67%	2.24%	9.05%	6.98%	38.66%	3.33%	29.68%	2.20%	5.20%	0.10%	0.32%	0.17%	0.93%	0.30%	0.84%
Referred Applicants	#	5,882	934	4,948	141	535	429	2,302	199	1,701	129	286	6	21	12	55	18	48
	%	100.00%	15.88%	84.12%	2.40%	9.10%	7.29%	39.14%	3.38%	28.92%	2.19%	4.86%	0.10%	0.36%	0.20%	0.94%	0.31%	0.82%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	3,248	475	2,764	51	185	244	1,407	85	841	60	139	2	12	6	36	27	144
	%	100.00%	14.65%	85.33%	01.57%	05.71%	07.53%	43.44%	02.62%	25.96%	01.85%	04.29%	00.06%	00.37%	00.19%	01.11%	00.83%	04.45%
0631 Occupational Therapist	#	1,465	315	1,150	23	62	246	871	23	105	18	98	2	2	2	9	1	3
	%	100.00%	21.51%	78.49%	01.57%	04.23%	16.79%	59.45%	01.57%	07.17%	01.23%	06.69%	00.14%	00.14%	00.14%	00.61%	00.07%	00.20%
0631 RCLF		100.00%	10.23%	89.77%	00.74%	03.69%	07.66%	75.96%	00.83%	04.17%	00.90%	05.15%	00.00%	00.04%	00.02%	00.42%	00.08%	00.34%
GS-A/9	#	22	6	16	0	0	6	11	0	1	0	4	0	0	0	0	0	0
	%	100.00%	27.27%	72.73%	00.00%	00.00%	27.27%	50.00%	00.00%	04.55%	00.00%	18.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	#																	
	%																	
<b>GS-A/11</b>	#	983	210	773	16	40	154	583	20	71	16	66	2	2	2	8	0	3
	%	99.99%	21.36%	78.63%	01.63%	04.07%	15.67%	59.31%	02.03%	07.22%	01.63%	06.71%	00.20%	00.20%	00.20%	00.81%	00.00%	00.31%
<b>GS-A/12</b>	#	327	65	262	5	16	56	205	2	20	2	20	0	0	0	1	0	0
	%	100.01%	19.88%	80.13%	01.53%	04.89%	17.13%	62.69%	00.61%	06.12%	00.61%	06.12%	00.00%	00.00%	00.00%	00.31%	00.00%	00.00%
<b>GS-A/13</b>	#	57	16	41	1	5	14	27	1	7	0	2	0	0	0	0	0	0
	%	99.99%	28.06%	71.93%	01.75%	08.77%	24.56%	47.37%	01.75%	12.28%	00.00%	03.51%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/14</b>	#	6	0	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-N/0</b>	#	70	18	52	1	1	16	39	0	6	0	6	0	0	0	0	1	0
	%	100.00%	25.72%	74.28%	01.43%	01.43%	22.86%	55.71%	00.00%	08.57%	00.00%	08.57%	00.00%	00.00%	00.00%	00.00%	01.43%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	82																
<b>Relevant Applicant Pool</b>	%	100.00%	21.51%	78.49%	01.57%	04.23%	16.79%	59.45%	01.57%	07.17%	01.23%	06.69%	00.14%	00.14%	00.14%	00.61%	00.07%	00.20%
<b>Internal Applications</b>	#	140	33	107	1	9	18	67	7	23	7	7	0	0	0	1	0	0
	%	100.00%	23.57%	76.43%	0.71%	6.43%	12.86%	47.86%	5.00%	16.43%	5.00%	5.00%	0.00%	0.00%	0.00%	0.71%	0.00%	0.00%
<b>Qualified Internal Applicants</b>	#	76	16	60	0	5	10	38	5	11	1	5	0	0	0	1	0	0
	%	100.00%	21.05%	78.95%	0.00%	6.58%	13.16%	50.00%	6.58%	14.47%	1.32%	6.58%	0.00%	0.00%	0.00%	1.32%	0.00%	0.00%
<b>Referred Applicants</b>	#	73	16	57	0	4	10	36	5	11	1	5	0	0	0	1	0	0
	%	100.00%	21.92%	78.08%	0.00%	5.48%	13.70%	49.32%	6.85%	15.07%	1.37%	6.85%	0.00%	0.00%	0.00%	1.37%	0.00%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	102	26	76	1	7	22	60	3	6	0	3	0	0	0	0	0	0
	%	100.00%	25.49%	74.50%	00.98%	06.86%	21.57%	58.82%	02.94%	05.88%	00.00%	02.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>New Hires</b>																		

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Vacancy Announcements</b>	#	86																
<b>Voluntarily Identified Applicants</b>	#	442	132	310	15	52	73	174	18	49	24	33	1	0	1	1	0	1
	%	100.00%	29.86%	70.14%	3.39%	11.76%	16.52%	39.37%	4.07%	11.09%	5.43%	7.47%	0.23%	0.00%	0.23%	0.23%	0.00%	0.23%
<b>Qualified External Applicants</b>	#	300	90	210	11	33	51	124	10	28	17	24	1	0	0	1	0	0
	%	100.00%	30.00%	70.00%	3.67%	11.00%	17.00%	41.33%	3.33%	9.33%	5.67%	8.00%	0.33%	0.00%	0.00%	0.33%	0.00%	0.00%
<b>Referred Applicants</b>	#	230	72	158	7	24	40	88	10	23	14	22	1	0	0	1	0	0
	%	100.00%	31.30%	68.70%	3.04%	10.43%	17.39%	38.26%	4.35%	10.00%	6.09%	9.57%	0.43%	0.00%	0.00%	0.43%	0.00%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	389	86	303	4	12	67	232	2	23	10	31	0	0	0	0	3	5
	%	100.00%	22.10%	77.89%	01.03%	03.08%	17.22%	59.64%	00.51%	05.91%	02.57%	07.97%	00.00%	00.00%	00.00%	00.00%	00.77%	01.29%
<b>0633 Physical Therapist</b>	#	2,460	990	1,470	39	87	747	1,112	40	90	142	154	4	2	11	20	7	5
	%	100.00%	40.25%	59.75%	01.59%	03.54%	30.37%	45.20%	01.63%	03.66%	05.77%	06.26%	00.16%	00.08%	00.45%	00.81%	00.28%	00.20%
<b>0633 RCLF</b>		99.98%	29.90%	70.08%	01.58%	02.96%	23.05%	57.83%	01.24%	02.72%	03.73%	06.06%	00.06%	00.02%	00.15%	00.30%	00.09%	00.19%
<b>GS-A/11</b>	#	65	26	39	2	1	16	26	3	6	5	6	0	0	0	0	0	0
	%	100.01%	40.01%	60.00%	03.08%	01.54%	24.62%	40.00%	04.62%	09.23%	07.69%	09.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/12</b>	#	1,713	683	1,030	31	65	491	767	28	61	118	114	4	2	7	17	4	4
	%	99.98%	39.86%	60.12%	01.81%	03.79%	28.66%	44.78%	01.63%	03.56%	06.89%	06.65%	00.23%	00.12%	00.41%	00.99%	00.23%	00.23%
<b>GS-A/13</b>	#	508	207	301	5	16	174	230	7	21	15	30	0	0	4	3	2	1
	%	100.00%	40.74%	59.26%	00.98%	03.15%	34.25%	45.28%	01.38%	04.13%	02.95%	05.91%	00.00%	00.00%	00.79%	00.59%	00.39%	00.20%
<b>GS-A/14</b>	#	73	35	38	0	2	32	31	0	2	3	3	0	0	0	0	0	0
	%	100.01%	47.95%	52.06%	00.00%	02.74%	43.84%	42.47%	00.00%	02.74%	04.11%	04.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/15</b>	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White	Black or African American				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
AD-N/O	#	99	38	61	1	3	33	57	2	0	1	1	0	0	0	0	1	0
	%	100.00%	38.38%	61.62%	01.01%	03.03%	33.33%	57.58%	02.02%	00.00%	01.01%	01.01%	00.00%	00.00%	00.00%	00.00%	01.01%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	129																
Relevant Applicant Pool	%	100.00%	40.25%	59.75%	01.59%	03.54%	30.37%	45.20%	01.63%	03.66%	05.77%	06.26%	00.16%	00.08%	00.45%	00.81%	00.28%	00.20%
Internal Applications	#	310	151	159	17	9	97	108	11	17	25	25	0	0	0	0	1	0
	%	100.00%	48.71%	51.29%	5.48%	2.90%	31.29%	34.84%	3.55%	5.48%	8.06%	8.06%	0.00%	0.00%	0.00%	0.00%	0.32%	0.00%
Qualified Internal Applicants	#	171	80	91	8	6	58	64	5	8	8	13	0	0	0	0	1	0
	%	100.00%	46.78%	53.22%	4.68%	3.51%	33.92%	37.43%	2.92%	4.68%	4.68%	7.60%	0.00%	0.00%	0.00%	0.00%	0.58%	0.00%
Referred Applicants	#	168	78	90	8	5	57	64	4	8	8	13	0	0	0	0	1	0
	%	100.00%	46.43%	53.57%	4.76%	2.98%	33.93%	38.10%	2.38%	4.76%	4.76%	7.74%	0.00%	0.00%	0.00%	0.00%	0.60%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	517	195	321	10	27	158	235	6	22	18	28	0	2	2	6	1	1
	%	100.00%	37.79%	62.20%	01.94%	05.23%	30.62%	45.54%	01.16%	04.26%	03.49%	05.43%	00.00%	00.39%	00.39%	01.16%	00.19%	00.19%
<b>New Hires</b>																		
Vacancy Announcements	#	110																
Voluntarily Identified Applicants	#	1,015	568	447	52	28	323	272	54	41	129	102	0	0	10	2	0	2
	%	100.00%	55.96%	44.04%	5.12%	2.76%	31.82%	26.80%	5.32%	4.04%	12.71%	10.05%	0.00%	0.00%	0.99%	0.20%	0.00%	0.20%
Qualified External Applicants	#	750	426	324	41	18	241	199	40	31	95	73	0	0	9	1	0	2
	%	100.00%	56.80%	43.20%	5.47%	2.40%	32.13%	26.53%	5.33%	4.13%	12.67%	9.73%	0.00%	0.00%	1.20%	0.13%	0.00%	0.27%
Referred Applicants	#	579	335	244	29	10	202	160	27	22	70	50	0	0	7	1	0	1
	%	100.00%	57.86%	42.14%	5.01%	1.73%	34.89%	27.63%	4.66%	3.80%	12.09%	8.64%	0.00%	0.00%	1.21%	0.17%	0.00%	0.17%

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	592	257	334	13	8	178	267	16	10	29	31	0	0	1	4	20	14
	%	100.00%	43.49%	56.52%	02.20%	01.35%	30.12%	45.18%	02.71%	01.69%	04.91%	05.25%	00.00%	00.00%	00.17%	00.68%	03.38%	02.37%
0644 Medical Technologist	#	4,599	1,274	3,325	131	300	717	1,934	194	469	209	536	4	5	13	64	6	17
	%	99.99%	27.70%	72.29%	02.85%	06.52%	15.59%	42.05%	04.22%	10.20%	04.54%	11.65%	00.09%	00.11%	00.28%	01.39%	00.13%	00.37%
0644 RCLF		99.98%	25.93%	74.05%	02.97%	05.75%	14.90%	48.08%	03.62%	10.64%	04.04%	08.45%	00.05%	00.09%	00.17%	00.56%	00.18%	00.48%
GS-A/5	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	101	30	71	1	6	18	44	3	4	6	17	0	0	0	0	2	0
	%	99.99%	29.70%	70.29%	00.99%	05.94%	17.82%	43.56%	02.97%	03.96%	05.94%	16.83%	00.00%	00.00%	00.00%	00.00%	01.98%	00.00%
GS-A/9	#	2,243	631	1,612	69	146	340	872	106	261	103	285	2	3	9	32	2	13
	%	100.02%	28.14%	71.88%	03.08%	06.51%	15.16%	38.88%	04.73%	11.64%	04.59%	12.71%	00.09%	00.13%	00.40%	01.43%	00.09%	00.58%
GS-A/10	#	532	144	388	10	30	74	234	28	47	32	68	0	1	0	7	0	1
	%	100.00%	27.07%	72.93%	01.88%	05.64%	13.91%	43.98%	05.26%	08.83%	06.02%	12.78%	00.00%	00.19%	00.00%	01.32%	00.00%	00.19%
GS-A/11	#	939	256	683	31	63	152	420	29	86	38	100	1	1	3	12	2	1
	%	100.02%	27.27%	72.75%	03.30%	06.71%	16.19%	44.73%	03.09%	09.16%	04.05%	10.65%	00.11%	00.11%	00.32%	01.28%	00.21%	00.11%
GS-A/12	#	657	177	480	16	52	110	294	21	62	28	59	1	0	1	11	0	2
	%	99.99%	26.94%	73.05%	02.44%	07.91%	16.74%	44.75%	03.20%	09.44%	04.26%	08.98%	00.15%	00.00%	00.15%	01.67%	00.00%	00.30%
GS-A/13	#	126	36	90	4	3	23	69	7	9	2	7	0	0	0	2	0	0
	%	100.00%	28.57%	71.43%	03.17%	02.38%	18.25%	54.76%	05.56%	07.14%	01.59%	05.56%	00.00%	00.00%	00.00%	01.59%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	356																
Relevant Applicant Pool	%	99.99%	27.70%	72.29%	02.85%	06.52%	15.59%	42.05%	04.22%	10.20%	04.54%	11.65%	00.09%	00.11%	00.28%	01.39%	00.13%	00.37%

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Internal Applications	#	1,196	434	762	97	137	153	355	103	140	67	104	5	1	4	10	5	15
	%	100.00%	36.29%	63.71%	8.11%	11.45%	12.79%	29.68%	8.61%	11.71%	5.60%	8.70%	0.42%	0.08%	0.33%	0.84%	0.42%	1.25%
Qualified Internal Applicants	#	660	212	448	59	84	87	210	30	69	30	68	2	0	3	9	1	8
	%	100.00%	32.12%	67.88%	8.94%	12.73%	13.18%	31.82%	4.55%	10.45%	4.55%	10.30%	0.30%	0.00%	0.45%	1.36%	0.15%	1.21%
Referred Applicants	#	639	202	437	56	81	85	207	28	67	27	67	2	0	3	8	1	7
	%	100.00%	31.61%	68.39%	8.76%	12.68%	13.30%	32.39%	4.38%	10.49%	4.23%	10.49%	0.31%	0.00%	0.47%	1.25%	0.16%	1.10%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	683	207	473	24	45	127	272	26	66	29	72	0	1	1	16	0	1
	%	100.00%	30.44%	69.57%	03.53%	06.62%	18.68%	40.00%	03.82%	09.71%	04.26%	10.59%	00.00%	00.15%	00.15%	02.35%	00.00%	00.15%
<b>New Hires</b>																		
Vacancy Announcements	#	398																
Voluntarily Identified Applicants	#	2,584	1,055	1,529	181	168	314	599	288	492	237	221	8	2	21	22	6	25
	%	100.00%	40.83%	59.17%	7.00%	6.50%	12.15%	23.18%	11.15%	19.04%	9.17%	8.55%	0.31%	0.08%	0.81%	0.85%	0.23%	0.97%
Qualified External Applicants	#	1,242	486	756	112	92	153	331	99	181	97	126	6	0	17	15	2	11
	%	100.00%	39.13%	60.87%	9.02%	7.41%	12.32%	26.65%	7.97%	14.57%	7.81%	10.14%	0.48%	0.00%	1.37%	1.21%	0.16%	0.89%
Referred Applicants	#	1,104	426	678	99	86	140	294	76	157	89	118	6	0	14	15	2	8
	%	100.00%	38.59%	61.41%	8.97%	7.79%	12.68%	26.63%	6.88%	14.22%	8.06%	10.69%	0.54%	0.00%	1.27%	1.36%	0.18%	0.72%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	683	195	487	24	32	99	262	31	65	30	92	1	3	1	6	9	27
	%	100.00%	28.61%	71.41%	03.52%	04.69%	14.52%	38.42%	04.55%	09.53%	04.40%	13.49%	00.15%	00.44%	00.15%	00.88%	01.32%	03.96%
0660 Pharmacist	#	10,277	3,363	6,914	121	279	2,436	4,530	216	628	528	1,341	10	21	33	79	19	36
	%	99.99%	32.72%	67.27%	01.18%	02.71%	23.70%	44.08%	02.10%	06.11%	05.14%	13.05%	00.10%	00.20%	00.32%	00.77%	00.18%	00.35%

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>0660 RCLF</b>		100.00%	47.35%	52.65%	01.57%	02.12%	37.03%	36.26%	02.06%	03.68%	06.21%	10.16%	00.04%	00.03%	00.21%	00.20%	00.23%	00.20%
<b>GS-A/11</b>	#	11	3	8	0	0	3	3	0	1	0	3	0	0	0	0	0	1
	%	99.99%	27.27%	72.72%	00.00%	00.00%	27.27%	27.27%	00.00%	09.09%	00.00%	27.27%	00.00%	00.00%	00.00%	00.00%	00.00%	09.09%
<b>GS-A/12</b>	#	4,315	1,608	2,707	61	133	1,087	1,585	125	305	301	623	6	11	18	40	10	10
	%	100.00%	37.27%	62.73%	01.41%	03.08%	25.19%	36.73%	02.90%	07.07%	06.98%	14.44%	00.14%	00.25%	00.42%	00.93%	00.23%	00.23%
<b>GS-A/13</b>	#	4,746	1,359	3,387	42	127	1,054	2,367	66	269	180	569	2	8	11	34	4	13
	%	99.99%	28.62%	71.37%	00.88%	02.68%	22.21%	49.87%	01.39%	05.67%	03.79%	11.99%	00.04%	00.17%	00.23%	00.72%	00.08%	00.27%
<b>GS-A/14</b>	#	343	150	193	7	7	115	155	9	10	15	18	1	0	2	2	1	1
	%	99.99%	43.72%	56.27%	02.04%	02.04%	33.53%	45.19%	02.62%	02.92%	04.37%	05.25%	00.29%	00.00%	00.58%	00.58%	00.29%	00.29%
<b>GS-A/15</b>	#	141	83	58	3	2	73	44	2	6	2	5	0	0	2	0	1	1
	%	100.02%	58.87%	41.15%	02.13%	01.42%	51.77%	31.21%	01.42%	04.26%	01.42%	03.55%	00.00%	00.00%	01.42%	00.00%	00.71%	00.71%
<b>AD-N/0</b>	#	720	159	561	8	10	103	376	14	37	30	123	1	2	0	3	3	10
	%	100.01%	22.09%	77.92%	01.11%	01.39%	14.31%	52.22%	01.94%	05.14%	04.17%	17.08%	00.14%	00.28%	00.00%	00.42%	00.42%	01.39%
<b>SR-X/99</b>	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	645																
<b>Relevant Applicant Pool</b>	%	99.99%	32.72%	67.27%	01.18%	02.71%	23.70%	44.08%	02.10%	06.11%	05.14%	13.05%	00.10%	00.20%	00.32%	00.77%	00.18%	00.35%
<b>Internal Applications</b>	#	3,988	1,645	2,343	106	98	758	1,143	334	518	423	542	5	3	11	18	8	21
	%	100.00%	41.25%	58.75%	2.66%	2.46%	19.01%	28.66%	8.38%	12.99%	10.61%	13.59%	0.13%	0.08%	0.28%	0.45%	0.20%	0.53%
<b>Qualified Internal Applicants</b>	#	1,934	795	1,139	57	53	391	598	131	218	207	252	0	1	7	14	2	3
	%	100.00%	41.11%	58.89%	2.95%	2.74%	20.22%	30.92%	6.77%	11.27%	10.70%	13.03%	0.00%	0.05%	0.36%	0.72%	0.10%	0.16%
<b>Referred Applicants</b>	#	1,778	729	1,049	55	49	366	568	113	188	186	228	0	1	7	13	2	2
	%	100.00%	41.00%	59.00%	3.09%	2.76%	20.58%	31.95%	6.36%	10.57%	10.46%	12.82%	0.00%	0.06%	0.39%	0.73%	0.11%	0.11%

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	530	236	294	14	6	172	217	14	19	29	49	1	0	5	3	1	0	
	%	100.00%	44.52%	55.47%	02.64%	01.13%	32.45%	40.94%	02.64%	03.58%	05.47%	09.25%	00.19%	00.00%	00.94%	00.57%	00.19%	00.00%	
<b>New Hires</b>																			
Vacancy Announcements	#	295																	
Voluntarily Identified Applicants	#	7,417	3,350	4,067	155	229	1,599	1,619	836	971	712	1,188	5	5	15	6	28	49	
	%	100.00%	45.17%	54.83%	2.09%	3.09%	21.56%	21.83%	11.27%	13.09%	9.60%	16.02%	0.07%	0.07%	0.20%	0.08%	0.38%	0.66%	
Qualified External Applicants	#	5,680	2,526	3,154	111	157	1,210	1,226	624	754	548	970	5	4	10	6	18	37	
	%	100.00%	44.47%	55.53%	1.95%	2.76%	21.30%	21.58%	10.99%	13.27%	9.65%	17.08%	0.09%	0.07%	0.18%	0.11%	0.32%	0.65%	
Referred Applicants	#	2,745	1,250	1,495	58	89	672	650	254	295	250	431	2	2	7	5	7	23	
	%	100.00%	45.54%	54.46%	2.11%	3.24%	24.48%	23.68%	9.25%	10.75%	9.11%	15.70%	0.07%	0.07%	0.26%	0.18%	0.26%	0.84%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	1,716	570	1,145	21	31	364	720	48	96	114	245	2	11	0	9	21	33	
	%	100.00%	33.23%	66.76%	01.22%	01.81%	21.22%	41.98%	02.80%	05.60%	06.65%	14.29%	00.12%	00.64%	00.00%	00.52%	01.22%	01.92%	
0996 Veterans Claims Examining	#	13,458	6,974	6,484	500	333	4,277	3,346	1,640	2,228	286	214	36	36	191	271	44	56	
	%	100.02%	51.84%	48.18%	03.72%	02.47%	31.78%	24.86%	12.19%	16.56%	02.13%	01.59%	00.27%	00.27%	01.42%	02.01%	00.33%	00.42%	
0996 RCLF		100.01%	38.20%	61.81%	02.98%	05.68%	29.92%	41.18%	03.39%	11.69%	01.58%	02.46%	00.03%	00.08%	00.18%	00.42%	00.12%	00.30%	
GS-A/5	#	68	24	44	3	1	13	29	2	7	0	0	0	0	6	7	0	0	
	%	99.99%	35.29%	64.70%	04.41%	01.47%	19.12%	42.65%	02.94%	10.29%	00.00%	00.00%	00.00%	00.00%	08.82%	10.29%	00.00%	00.00%	
GS-A/7	#	1,441	797	644	74	28	412	260	222	259	46	28	5	9	24	47	14	13	
	%	99.99%	55.32%	44.67%	05.14%	01.94%	28.59%	18.04%	15.41%	17.97%	03.19%	01.94%	00.35%	00.62%	01.67%	03.26%	00.97%	00.90%	
GS-A/9	#	1,847	900	947	76	34	488	436	230	361	44	28	6	8	48	66	8	14	

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	99.99%	48.71%	51.28%	04.11%	01.84%	26.42%	23.61%	12.45%	19.55%	02.38%	01.52%	00.32%	00.43%	02.60%	03.57%	00.43%	00.76%
GS-A/10	#	2,719	1,638	1,081	110	71	947	496	465	427	65	33	10	7	30	35	11	12
	%	99.99%	60.24%	39.75%	04.05%	02.61%	34.83%	18.24%	17.10%	15.70%	02.39%	01.21%	00.37%	00.26%	01.10%	01.29%	00.40%	00.44%
GS-A/11	#	2,599	1,351	1,248	90	66	840	638	337	442	46	46	7	4	27	48	4	4
	%	100.00%	51.98%	48.02%	03.46%	02.54%	32.32%	24.55%	12.97%	17.01%	01.77%	01.77%	00.27%	00.15%	01.04%	01.85%	00.15%	00.15%
GS-A/12	#	3,589	1,668	1,921	108	96	1,134	1,129	304	562	71	62	7	7	39	53	5	12
	%	100.02%	46.49%	53.53%	03.01%	02.67%	31.60%	31.46%	08.47%	15.66%	01.98%	01.73%	00.20%	00.20%	01.09%	01.48%	00.14%	00.33%
GS-A/13	#	958	480	478	34	30	354	275	65	143	11	14	0	1	15	14	1	1
	%	99.99%	50.10%	49.89%	03.55%	03.13%	36.95%	28.71%	06.78%	14.93%	01.15%	01.46%	00.00%	00.10%	01.57%	01.46%	00.10%	00.10%
GS-A/14	#	186	92	94	3	7	71	63	13	21	3	2	0	0	1	1	1	0
	%	100.00%	49.46%	50.54%	01.61%	03.76%	38.17%	33.87%	06.99%	11.29%	01.61%	01.08%	00.00%	00.00%	00.54%	00.54%	00.54%	00.00%
GS-A/15	#	51	24	27	2	0	18	20	2	6	0	1	1	0	1	0	0	0
	%	99.99%	47.05%	52.94%	03.92%	00.00%	35.29%	39.22%	03.92%	11.76%	00.00%	01.96%	01.96%	00.00%	01.96%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	482																
Relevant Applicant Pool	%	100.02%	51.84%	48.18%	03.72%	02.47%	31.78%	24.86%	12.19%	16.56%	02.13%	01.59%	00.27%	00.27%	01.42%	02.01%	00.33%	00.42%
Internal Applications	#	14,093	7,213	6,880	990	743	3,359	2,339	2,125	3,149	441	304	40	66	158	144	100	135
	%	100.00%	51.18%	48.82%	7.02%	5.27%	23.83%	16.60%	15.08%	22.34%	3.13%	2.16%	0.28%	0.47%	1.12%	1.02%	0.71%	0.96%
Qualified Internal Applicants	#	7,362	3,866	3,496	491	362	1,900	1,286	1,054	1,523	267	159	20	34	89	73	45	59
	%	100.00%	52.51%	47.49%	6.67%	4.92%	25.81%	17.47%	14.32%	20.69%	3.63%	2.16%	0.27%	0.46%	1.21%	0.99%	0.61%	0.80%
Referred Applicants	#	7,289	3,832	3,457	487	359	1,878	1,270	1,047	1,506	266	157	20	34	89	73	45	58
	%	100.00%	52.57%	47.43%	6.68%	4.93%	25.76%	17.42%	14.36%	20.66%	3.65%	2.15%	0.27%	0.47%	1.22%	1.00%	0.62%	0.80%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Internal Selections	#	5,681	3,151	2,524	237	111	1,898	1,236	732	887	146	101	17	26	101	143	20	20
	%	100.00%	55.52%	44.48%	04.18%	01.96%	33.44%	21.78%	12.90%	15.63%	02.57%	01.78%	00.30%	00.46%	01.78%	02.52%	00.35%	00.35%
<b>New Hires</b>																		
Vacancy Announcements	#	68																
Voluntarily Identified Applicants	#	8,032	2,994	5,038	312	303	1,329	1,475	1,066	2,739	103	108	16	11	120	309	48	93
	%	100.00%	37.28%	62.72%	3.88%	3.77%	16.55%	18.36%	13.27%	34.10%	1.28%	1.34%	0.20%	0.14%	1.49%	3.85%	0.60%	1.16%
Qualified External Applicants	#	6,006	2,024	3,982	216	251	885	1,096	722	2,245	74	92	12	9	77	214	38	75
	%	100.00%	33.70%	66.30%	3.60%	4.18%	14.74%	18.25%	12.02%	37.38%	1.23%	1.53%	0.20%	0.15%	1.28%	3.56%	0.63%	1.25%
Referred Applicants	#	1,589	799	790	78	40	383	314	238	314	29	11	3	5	47	91	21	15
	%	100.00%	50.28%	49.72%	4.91%	2.52%	24.10%	19.76%	14.98%	19.76%	1.83%	0.69%	0.19%	0.31%	2.96%	5.73%	1.32%	0.94%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,324	777	532	78	22	390	180	231	238	32	30	3	12	16	15	27	35
	%	100.00%	59.35%	40.64%	05.96%	01.68%	29.79%	13.75%	17.65%	18.18%	02.44%	02.29%	00.23%	00.92%	01.22%	01.15%	02.06%	02.67%
1102 Contracting	#	2,789	1,496	1,293	88	61	968	702	352	456	55	40	10	7	12	16	11	11
	%	99.99%	53.64%	46.35%	03.16%	02.19%	34.71%	25.17%	12.62%	16.35%	01.97%	01.43%	00.36%	00.25%	00.43%	00.57%	00.39%	00.39%
1102 RCLF		100.00%	46.36%	53.64%	03.79%	04.11%	37.28%	41.12%	03.03%	05.38%	01.78%	02.20%	00.02%	00.11%	00.33%	00.46%	00.13%	00.26%
GS-A/4	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/5	#	41	19	22	1	2	13	7	5	13	0	0	0	0	0	0	0	0
	%	100.01%	46.35%	53.66%	02.44%	04.88%	31.71%	17.07%	12.20%	31.71%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	181	112	69	4	3	68	33	31	25	4	3	2	0	2	1	1	4
	%	99.99%	61.87%	38.12%	02.21%	01.66%	37.57%	18.23%	17.13%	13.81%	02.21%	01.66%	01.10%	00.00%	01.10%	00.55%	00.55%	02.21%
GS-A/9	#	297	148	149	12	7	77	70	49	61	8	7	0	3	1	1	1	0

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.02%	49.84%	50.18%	04.04%	02.36%	25.93%	23.57%	16.50%	20.54%	02.69%	02.36%	00.00%	01.01%	00.34%	00.34%	00.34%	00.00%
GS-A/11	#	418	226	192	10	9	152	98	53	74	6	3	2	2	2	3	1	3
	%	100.00%	54.07%	45.93%	02.39%	02.15%	36.36%	23.44%	12.68%	17.70%	01.44%	00.72%	00.48%	00.48%	00.48%	00.72%	00.24%	00.72%
GS-A/12	#	1,026	544	482	33	20	342	271	130	162	25	17	4	2	3	8	7	2
	%	99.99%	53.02%	46.97%	03.22%	01.95%	33.33%	26.41%	12.67%	15.79%	02.44%	01.66%	00.39%	00.19%	00.29%	00.78%	00.68%	00.19%
GS-A/13	#	538	293	245	20	11	203	144	56	80	9	7	0	0	4	2	1	1
	%	100.00%	54.46%	45.54%	03.72%	02.04%	37.73%	26.77%	10.41%	14.87%	01.67%	01.30%	00.00%	00.00%	00.74%	00.37%	00.19%	00.19%
GS-A/14	#	221	111	110	5	9	83	62	19	37	2	1	2	0	0	1	0	0
	%	99.98%	50.22%	49.76%	02.26%	04.07%	37.56%	28.05%	08.60%	16.74%	00.90%	00.45%	00.90%	00.00%	00.00%	00.45%	00.00%	00.00%
GS-A/15	#	59	37	22	3	0	26	16	7	4	1	1	0	0	0	0	0	1
	%	99.98%	62.70%	37.28%	05.08%	00.00%	44.07%	27.12%	11.86%	06.78%	01.69%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	01.69%
ES-E/0	#	7	6	1	0	0	4	1	2	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	14.29%	00.00%	00.00%	57.14%	14.29%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	276																
Relevant Applicant Pool	%	99.99%	53.64%	46.35%	03.16%	02.19%	34.71%	25.17%	12.62%	16.35%	01.97%	01.43%	00.36%	00.25%	00.43%	00.57%	00.39%	00.39%
Internal Applications	#	13,122	7,515	5,607	1,042	605	3,660	2,069	2,224	2,502	377	229	23	13	107	88	82	101
	%	100.00%	57.27%	42.73%	7.94%	4.61%	27.89%	15.77%	16.95%	19.07%	2.87%	1.75%	0.18%	0.10%	0.82%	0.67%	0.62%	0.77%
Qualified Internal Applicants	#	3,986	2,365	1,621	327	164	1,158	633	696	689	124	66	9	2	18	34	33	33
	%	100.00%	59.33%	40.67%	8.20%	4.11%	29.05%	15.88%	17.46%	17.29%	3.11%	1.66%	0.23%	0.05%	0.45%	0.85%	0.83%	0.83%
Referred Applicants	#	3,195	1,826	1,369	260	144	860	520	553	585	100	57	8	2	15	29	30	32
	%	100.00%	57.15%	42.85%	8.14%	4.51%	26.92%	16.28%	17.31%	18.31%	3.13%	1.78%	0.25%	0.06%	0.47%	0.91%	0.94%	1.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Internal Selections	#	683	403	279	17	10	268	148	102	102	11	9	3	5	2	3	0	2
	%	100.00%	59.09%	40.91%	02.49%	01.47%	39.30%	21.70%	14.96%	14.96%	01.61%	01.32%	00.44%	00.73%	00.29%	00.44%	00.00%	00.29%
<b>New Hires</b>																		
Vacancy Announcements	#	87																
Voluntarily Identified Applicants	#	6,951	3,585	3,366	504	368	1,656	1,049	1,144	1,704	175	146	18	12	44	26	44	61
	%	100.00%	51.58%	48.42%	7.25%	5.29%	23.82%	15.09%	16.46%	24.51%	2.52%	2.10%	0.26%	0.17%	0.63%	0.37%	0.63%	0.88%
Qualified External Applicants	#	2,362	1,315	1,047	195	119	631	389	383	451	67	51	6	2	21	10	12	25
	%	100.00%	55.67%	44.33%	8.26%	5.04%	26.71%	16.47%	16.22%	19.09%	2.84%	2.16%	0.25%	0.08%	0.89%	0.42%	0.51%	1.06%
Referred Applicants	#	1,889	1,050	839	161	97	491	277	324	397	43	39	5	2	17	7	9	20
	%	100.00%	55.58%	44.42%	8.52%	5.13%	25.99%	14.66%	17.15%	21.02%	2.28%	2.06%	0.26%	0.11%	0.90%	0.37%	0.48%	1.06%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	444	244	200	10	4	148	96	53	60	9	20	1	3	3	6	20	11
	%	100.00%	54.96%	45.04%	02.25%	00.90%	33.33%	21.62%	11.94%	13.51%	02.03%	04.50%	00.23%	00.68%	00.68%	01.35%	04.50%	02.48%
2210 Information Technology Management	#	7,145	5,596	1,549	458	103	3,604	905	1,007	382	387	125	11	6	88	16	41	12
	%	99.99%	78.31%	21.68%	06.41%	01.44%	50.44%	12.67%	14.09%	05.35%	05.42%	01.75%	00.15%	00.08%	01.23%	00.22%	00.57%	00.17%
2210 RCLF		100.00%	70.62%	29.38%	05.78%	02.30%	50.58%	20.17%	06.69%	04.41%	06.52%	01.99%	00.12%	00.05%	00.51%	00.28%	00.42%	00.18%
GS-A/0	#	5	2	3	0	0	1	1	1	1	0	1	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	00.00%	00.00%	20.00%	20.00%	20.00%	20.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/4	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	157	133	24	16	1	61	14	34	7	12	2	0	0	3	0	7	0
	%	100.00%	84.71%	15.29%	10.19%	00.64%	38.85%	08.92%	21.66%	04.46%	07.64%	01.27%	00.00%	00.00%	01.91%	00.00%	04.46%	00.00%
GS-A/9	#	290	229	61	18	6	132	28	58	23	8	2	0	0	9	2	4	0

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
	%	100.01%	78.97%	21.04%	06.21%	02.07%	45.52%	09.66%	20.00%	07.93%	02.76%	00.69%	00.00%	00.00%	03.10%	00.69%	01.38%	00.00%
GS-A/11	#	1,899	1,556	343	137	28	917	170	375	119	87	16	5	1	26	4	9	5
	%	99.98%	81.93%	18.05%	07.21%	01.47%	48.29%	08.95%	19.75%	06.27%	04.58%	00.84%	00.26%	00.05%	01.37%	00.21%	00.47%	00.26%
GS-A/12	#	1,317	1,039	278	90	21	648	152	212	80	67	19	1	2	16	4	5	0
	%	99.98%	78.89%	21.09%	06.83%	01.59%	49.20%	11.54%	16.10%	06.07%	05.09%	01.44%	00.08%	00.15%	01.21%	00.30%	00.38%	00.00%
GS-A/13	#	2,400	1,816	584	132	35	1,235	371	244	105	168	61	4	2	26	5	7	5
	%	100.01%	75.67%	24.34%	05.50%	01.46%	51.46%	15.46%	10.17%	04.38%	07.00%	02.54%	00.17%	00.08%	01.08%	00.21%	00.29%	00.21%
GS-A/14	#	905	701	204	59	9	518	137	69	40	40	16	1	0	6	1	8	1
	%	99.99%	77.45%	22.54%	06.52%	00.99%	57.24%	15.14%	07.62%	04.42%	04.42%	01.77%	00.11%	00.00%	00.66%	00.11%	00.88%	00.11%
GS-A/15	#	147	100	47	6	3	74	29	13	5	5	8	0	1	1	0	1	1
	%	99.99%	68.02%	31.97%	04.08%	02.04%	50.34%	19.73%	08.84%	03.40%	03.40%	05.44%	00.00%	00.68%	00.68%	00.00%	00.68%	00.68%
GM-B/13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	23	18	5	0	0	16	3	1	2	0	0	0	0	1	0	0	0
	%	100.01%	78.27%	21.74%	00.00%	00.00%	69.57%	13.04%	04.35%	08.70%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	224																
Relevant Applicant Pool	%	99.99%	78.31%	21.68%	06.41%	01.44%	50.44%	12.67%	14.09%	05.35%	05.42%	01.75%	00.15%	00.08%	01.23%	00.22%	00.57%	00.17%
Internal Applications	#	9,402	7,980	1,422	1,099	172	3,716	520	2,293	581	566	78	17	3	161	38	128	30
	%	100.00%	84.88%	15.12%	11.69%	1.83%	39.52%	5.53%	24.39%	6.18%	6.02%	0.83%	0.18%	0.03%	1.71%	0.40%	1.36%	0.32%
Qualified Internal Applicants	#	3,288	2,819	469	357	53	1,397	169	769	201	174	22	7	0	59	12	56	12
	%	100.00%	85.74%	14.26%	10.86%	1.61%	42.49%	5.14%	23.39%	6.11%	5.29%	0.67%	0.21%	0.00%	1.79%	0.36%	1.70%	0.36%
Referred Applicants	#	3,016	2,600	416	334	49	1,287	147	707	183	160	16	7	0	53	10	52	11
	%	100.00%	86.21%	13.79%	11.07%	1.62%	42.67%	4.87%	23.44%	6.07%	5.31%	0.53%	0.23%	0.00%	1.76%	0.33%	1.72%	0.36%

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	852	683	169	70	26	389	92	166	47	33	3	2	0	19	1	4	0
	%	100.00%	80.16%	19.84%	08.22%	03.05%	45.66%	10.80%	19.48%	05.52%	03.87%	00.35%	00.23%	00.00%	02.23%	00.12%	00.47%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#	350																
Voluntarily Identified Applicants	#	64,575	51,937	12,638	6,828	1,399	23,899	3,780	13,414	5,650	6,251	1,421	121	28	809	166	615	194
	%	100.00%	80.43%	19.57%	10.57%	2.17%	37.01%	5.85%	20.77%	8.75%	9.68%	2.20%	0.19%	0.04%	1.25%	0.26%	0.95%	0.30%
Qualified External Applicants	#	28,413	23,420	4,993	3,052	557	10,711	1,532	6,023	2,132	2,965	612	44	12	363	76	262	72
	%	100.00%	82.43%	17.57%	10.74%	1.96%	37.70%	5.39%	21.20%	7.50%	10.44%	2.15%	0.15%	0.04%	1.28%	0.27%	0.92%	0.25%
Referred Applicants	#	18,869	15,773	3,096	1,935	332	7,394	977	4,005	1,291	1,973	400	35	6	257	43	174	47
	%	100.00%	83.59%	16.41%	10.25%	1.76%	39.19%	5.18%	21.23%	6.84%	10.46%	2.12%	0.19%	0.03%	1.36%	0.23%	0.92%	0.25%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,126	885	239	95	32	488	109	158	57	72	25	4	3	14	3	54	10
	%	100.00%	78.75%	21.27%	08.45%	02.85%	43.42%	09.70%	14.06%	05.07%	06.41%	02.22%	00.36%	00.27%	01.25%	00.27%	04.80%	00.89%
4754 Cemetery Caretaking	#	665	652	13	52	2	473	9	90	0	12	0	4	1	15	1	6	0
	%	99.99%	98.04%	01.95%	07.82%	00.30%	71.13%	01.35%	13.53%	00.00%	01.80%	00.00%	00.60%	00.15%	02.26%	00.15%	00.90%	00.00%
4754 RCLF		99.98%	93.55%	06.43%	38.27%	01.25%	44.19%	04.39%	08.27%	00.50%	01.19%	00.12%	00.16%	00.02%	00.97%	00.12%	00.50%	00.03%
WG-1/4	#	27	26	1	3	1	16	0	4	0	1	0	0	0	1	0	1	0
	%	99.98%	96.28%	03.70%	11.11%	03.70%	59.26%	00.00%	14.81%	00.00%	03.70%	00.00%	00.00%	00.00%	03.70%	00.00%	03.70%	00.00%
WG-1/5	#	212	208	4	13	0	155	4	26	0	4	0	1	0	5	0	4	0
	%	100.00%	98.11%	01.89%	06.13%	00.00%	73.11%	01.89%	12.26%	00.00%	01.89%	00.00%	00.47%	00.00%	02.36%	00.00%	01.89%	00.00%
WG-1/6	#	310	304	6	20	0	220	4	47	0	6	0	3	1	7	1	1	0

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	98.07%	01.93%	06.45%	00.00%	70.97%	01.29%	15.16%	00.00%	01.94%	00.00%	00.97%	00.32%	02.26%	00.32%	00.32%	00.00%
WL-2/6	#	7	7	0	0	0	5	0	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	71.43%	00.00%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/7	#	7	7	0	2	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	28.57%	00.00%	71.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/8	#	24	24	0	3	0	18	0	2	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	12.50%	00.00%	75.00%	00.00%	08.33%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/9	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/10	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/5	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/6	#	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	50.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/7	#	7	7	0	1	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	14.29%	00.00%	85.71%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/8	#	49	47	2	6	1	36	1	3	0	0	0	0	0	2	0	0	0
	%	99.99%	95.91%	04.08%	12.24%	02.04%	73.47%	02.04%	06.12%	00.00%	00.00%	00.00%	00.00%	00.00%	04.08%	00.00%	00.00%	00.00%
WS-3/9	#	9	9	0	2	0	4	0	3	0	0	0	0	0	0	0	0	0
	%	99.99%	99.99%	00.00%	22.22%	00.00%	44.44%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/10	#	6	6	0	1	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	100.01%	100.01%	00.00%	16.67%	00.00%	66.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
						male	female	male	female	male	female	male	female	male	female	male	female	
<b>Vacancy Announcements</b>	#	155																
<b>Relevant Applicant Pool</b>	%	99.99%	98.04%	01.95%	07.82%	00.30%	71.13%	01.35%	13.53%	00.00%	01.80%	00.00%	00.60%	00.15%	02.26%	00.15%	00.90%	00.00%
<b>Internal Applications</b>	#	2,019	1,838	181	318	44	1,111	95	286	36	38	3	19	0	51	1	15	2
	%	100.00%	91.04%	8.96%	15.75%	2.18%	55.03%	4.71%	14.17%	1.78%	1.88%	0.15%	0.94%	0.00%	2.53%	0.05%	0.74%	0.10%
<b>Qualified Internal Applicants</b>	#	1,060	1,028	32	153	4	692	21	122	6	19	1	3	0	35	0	4	0
	%	100.00%	96.98%	3.02%	14.43%	0.38%	65.28%	1.98%	11.51%	0.57%	1.79%	0.09%	0.28%	0.00%	3.30%	0.00%	0.38%	0.00%
<b>Referred Applicants</b>	#	855	833	22	140	4	532	12	108	6	19	0	2	0	28	0	4	0
	%	100.00%	97.43%	2.57%	16.37%	0.47%	62.22%	1.40%	12.63%	0.70%	2.22%	0.00%	0.23%	0.00%	3.27%	0.00%	0.47%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	193	193	0	10	0	145	0	21	0	1	0	3	0	11	0	2	0
	%	100.00%	100.00%	00.00%	05.18%	00.00%	75.13%	00.00%	10.88%	00.00%	00.52%	00.00%	01.55%	00.00%	05.70%	00.00%	01.04%	00.00%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	33																
<b>Voluntarily Identified Applicants</b>	#	562	517	45	150	11	264	23	71	8	5	0	1	0	22	3	4	0
	%	100.00%	91.99%	8.01%	26.69%	1.96%	46.98%	4.09%	12.63%	1.42%	0.89%	0.00%	0.18%	0.00%	3.91%	0.53%	0.71%	0.00%
<b>Qualified External Applicants</b>	#	430	401	29	118	8	211	17	47	2	3	0	0	0	20	2	2	0
	%	100.00%	93.26%	6.74%	27.44%	1.86%	49.07%	3.95%	10.93%	0.47%	0.70%	0.00%	0.00%	0.00%	4.65%	0.47%	0.47%	0.00%
<b>Referred Applicants</b>	#	114	113	1	25	1	66	0	10	0	1	0	0	0	10	0	1	0
	%	100.00%	99.12%	0.88%	21.93%	0.88%	57.89%	0.00%	8.77%	0.00%	0.88%	0.00%	0.00%	0.00%	8.77%	0.00%	0.88%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	296	286	5	13	1	213	4	36	0	6	0	0	0	9	0	9	0

**Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
%	100.00%	98.28%	01.71%	04.47%	00.34%	73.20%	01.37%	12.37%	00.00%	02.06%	00.00%	00.00%	00.00%	03.09%	00.00%	03.09%	00.00%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and manila residents.

This list of mission critical occupations was developed by the Department's Office of the Chief Human Capital Officer.

RCLF comparisons are based on 2010 Census National data.

Row category totals may not match from Table A and Table B due to missing gender data.

\*\*\* This data is not available.

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				<b>12.00%</b>	<b>2.00%</b>												
<b>0180 Psychology</b>	#	7,358	6,590	313	455	53	1	1	4	9	6	3	9	11	0	6	0	3
	%	100.00%	89.56%	04.25%	06.18%	00.72%	00.01%	00.01%	00.05%	00.12%	00.08%	00.04%	00.12%	00.15%	00.00%	00.08%	00.00%	00.04%
<b>GS-A/9</b>	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/11</b>	#	129	107	12	10	2	0	0	0	0	0	0	0	2	0	0	0	0
	%	100.00%	82.95%	09.30%	07.75%	01.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.55%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/12</b>	#	393	357	17	19	3	1	0	0	0	0	0	0	1	0	1	0	0
	%	100.00%	90.84%	04.33%	04.83%	00.76%	00.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.25%	00.00%	00.25%	00.00%	00.00%
<b>GS-A/13</b>	#	4,660	4,175	165	320	34	0	0	0	7	4	2	8	7	0	3	0	3
	%	100.00%	89.59%	03.54%	06.87%	00.73%	00.00%	00.00%	00.00%	00.15%	00.09%	00.04%	00.17%	00.15%	00.00%	00.06%	00.00%	00.06%
<b>GS-A/14</b>	#	686	635	15	36	6	0	0	0	2	1	0	1	0	0	2	0	0
	%	100.00%	92.57%	02.19%	05.25%	00.87%	00.00%	00.00%	00.00%	00.29%	00.15%	00.00%	00.15%	00.00%	00.00%	00.29%	00.00%	00.00%
<b>GS-A/15</b>	#	140	127	6	7	2	0	0	1	0	1	0	0	0	0	0	0	0
	%	100.00%	90.71%	04.29%	05.00%	01.43%	00.00%	00.00%	00.71%	00.00%	00.71%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GM-B/13</b>	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GM-B/15</b>	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-N/0</b>	#	1,342	1,181	98	63	6	0	1	3	0	0	1	0	1	0	0	0	0
	%	100.00%	88.00%	07.30%	04.69%	00.45%	00.00%	00.07%	00.22%	00.00%	00.00%	00.07%	00.00%	00.07%	00.00%	00.00%	00.00%	00.00%
<b>SR-X/99</b>	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	399																
<b>Relevant Applicant Pool</b>	%	100.00%	89.56%	04.25%	06.18%	00.72%	00.01%	00.01%	00.05%	00.12%	00.08%	00.04%	00.12%	00.15%	00.00%	00.08%	00.00%	00.04%

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
Internal Applications	#	1,772	964	750	58	29	0	2	1	1	0	6	1	10	3	4	0	1	
	%	100.00%	54.40%	42.33%	3.27%	1.64%	0.00%	0.11%	0.06%	0.06%	0.00%	0.34%	0.06%	0.56%	0.17%	0.23%	0.00%	0.06%	
Qualified Internal Applicants	#	1,288	678	569	41	18	0	0	0	1	0	5	0	9	1	1	0	1	
	%	100.00%	52.64%	44.18%	3.18%	1.40%	0.00%	0.00%	0.00%	0.08%	0.00%	0.39%	0.00%	0.70%	0.08%	0.08%	0.00%	0.08%	
Referred Applicants	#	1,236	655	542	39	17	0	0	0	1	0	5	0	8	1	1	0	1	
	%	100.00%	52.99%	43.85%	3.16%	1.38%	0.00%	0.00%	0.00%	0.08%	0.00%	0.40%	0.00%	0.65%	0.08%	0.08%	0.00%	0.08%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Internal Selections	#	625	576	11	38	3	0	0	1	1	0	0	0	0	0	1	0	0	
	%	100.00%	92.16%	01.76%	06.08%	00.48%	00.00%	00.00%	00.16%	00.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.16%	00.00%	00.00%	
<b>New Hires</b>																			
Vacancy Announcements	#	471																	
Voluntarily Identified Applicants	#	2,866	1,524	1,253	89	36	0	2	1	1	0	7	0	10	2	12	0	1	
	%	100.00%	53.18%	43.72%	3.11%	1.26%	0.00%	0.07%	0.03%	0.03%	0.00%	0.24%	0.00%	0.35%	0.07%	0.42%	0.00%	0.03%	
Qualified External Applicants	#	2,153	1,165	924	64	25	0	1	1	1	0	5	0	8	2	7	0	0	
	%	100.00%	54.11%	42.92%	2.97%	1.16%	0.00%	0.05%	0.05%	0.05%	0.00%	0.23%	0.00%	0.37%	0.09%	0.33%	0.00%	0.00%	
Referred Applicants	#	1,800	975	773	52	17	0	0	1	1	0	2	0	8	2	3	0	0	
	%	100.00%	54.17%	42.94%	2.89%	0.94%	0.00%	0.00%	0.06%	0.06%	0.00%	0.11%	0.00%	0.44%	0.11%	0.17%	0.00%	0.00%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	1,886	1,595	181	110	11	0	1	2	0	0	1	0	7	0	0	0	0	
	%	100.00%	92.16%	01.76%	06.08%	00.48%	00.00%	00.00%	00.16%	00.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.16%	00.00%	00.00%	
0201 Human Resources Management	#	4,719	3,508	253	958	173	1	1	12	5	3	15	22	8	4	97	1	4	
	%	100.00%	74.34%	05.36%	20.30%	03.67%	00.02%	00.02%	00.25%	00.11%	00.06%	00.32%	00.47%	00.17%	00.08%	02.06%	00.02%	00.08%	
GS-A/0	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
GS-A/5	#	6	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	50.00%	16.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	259	172	24	63	18	1	0	0	0	0	0	0	0	2	14	1	0
	%	100.00%	66.41%	09.27%	24.32%	06.95%	00.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.77%	05.41%	00.39%	00.00%
GS-A/9	#	708	504	51	153	28	0	0	3	0	1	3	1	1	1	18	0	0
	%	100.00%	71.19%	07.20%	21.61%	03.95%	00.00%	00.00%	00.42%	00.00%	00.14%	00.42%	00.14%	00.14%	00.14%	02.54%	00.00%	00.00%
GS-A/11	#	882	618	57	207	29	0	1	1	0	1	1	6	1	1	14	0	3
	%	100.00%	70.07%	06.46%	23.47%	03.29%	00.00%	00.11%	00.11%	00.00%	00.11%	00.11%	00.68%	00.11%	00.11%	01.59%	00.00%	00.34%
GS-A/12	#	1,868	1,424	78	366	73	0	0	7	4	1	10	7	4	0	39	0	1
	%	100.00%	76.23%	04.18%	19.59%	03.91%	00.00%	00.00%	00.37%	00.21%	00.05%	00.54%	00.37%	00.21%	00.00%	02.09%	00.00%	00.05%
GS-A/13	#	668	508	30	130	22	0	0	0	1	0	1	7	2	0	11	0	0
	%	100.00%	76.05%	04.49%	19.46%	03.29%	00.00%	00.00%	00.00%	00.15%	00.00%	00.15%	01.05%	00.30%	00.00%	01.65%	00.00%	00.00%
GS-A/14	#	276	235	10	31	3	0	0	1	0	0	0	1	0	0	1	0	0
	%	100.00%	85.14%	03.62%	11.23%	01.09%	00.00%	00.00%	00.36%	00.00%	00.00%	00.00%	00.36%	00.00%	00.00%	00.36%	00.00%	00.00%
GS-A/15	#	44	37	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.09%	04.55%	11.36%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	1,138																
Relevant Applicant Pool	%	100.00%	74.34%	05.36%	20.30%	03.67%	00.02%	00.02%	00.25%	00.11%	00.06%	00.32%	00.47%	00.17%	00.08%	02.06%	00.02%	00.08%
Internal Applications	#	35,824	17,025	15,096	3,703	1,848	31	248	165	70	92	136	72	64	2	949	3	16
	%	100.00%	47.52%	42.14%	10.34%	5.16%	0.09%	0.69%	0.46%	0.20%	0.26%	0.38%	0.20%	0.18%	0.01%	2.65%	0.01%	0.04%
Qualified Internal Applicants	#	13,842	6,052	6,306	1,484	699	9	69	77	31	24	68	45	21	1	348	3	3
	%	100.00%	43.72%	45.56%	10.72%	5.05%	0.07%	0.50%	0.56%	0.22%	0.17%	0.49%	0.33%	0.15%	0.01%	2.51%	0.02%	0.02%
Referred Applicants	#	12,917	5,597	5,942	1,378	642	9	61	75	26	22	61	45	18	1	320	2	2
	%	100.00%	43.33%	46.00%	10.67%	4.97%	0.07%	0.47%	0.58%	0.20%	0.17%	0.47%	0.35%	0.14%	0.01%	2.48%	0.02%	0.02%

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Internal Selections	#	2,247	1,616	137	494	74	0	1	4	1	1	3	3	5	4	47	0	5	
	%	100.00%	71.92%	06.10%	21.98%	03.29%	00.00%	00.04%	00.18%	00.04%	00.04%	00.13%	00.13%	00.22%	00.18%	02.09%	00.00%	00.22%	
<b>New Hires</b>																			
Vacancy Announcements	#	120																	
Voluntarily Identified Applicants	#	11,421	6,401	4,242	778	423	7	53	23	35	6	30	12	14	0	229	0	14	
	%	100.00%	56.05%	37.14%	6.81%	3.70%	0.06%	0.46%	0.20%	0.31%	0.05%	0.26%	0.11%	0.12%	0.00%	2.01%	0.00%	0.12%	
Qualified External Applicants	#	6,586	3,680	2,386	520	275	5	25	14	32	6	19	6	9	0	149	0	10	
	%	100.00%	55.88%	36.23%	7.90%	4.18%	0.08%	0.38%	0.21%	0.49%	0.09%	0.29%	0.09%	0.14%	0.00%	2.26%	0.00%	0.15%	
Referred Applicants	#	4,245	2,354	1,528	363	204	2	19	13	26	2	11	4	4	0	115	0	8	
	%	100.00%	55.45%	36.00%	8.55%	4.81%	0.05%	0.45%	0.31%	0.61%	0.05%	0.26%	0.09%	0.09%	0.00%	2.71%	0.00%	0.19%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	497	351	72	74	17	2	0	1	0	0	5	0	1	0	8	0	0	
	%	100.00%	71.92%	06.10%	21.98%	03.29%	00.00%	00.04%	00.18%	00.04%	00.04%	00.13%	00.13%	00.22%	00.18%	02.09%	00.00%	00.22%	
0602 Medical Officer	#	27,755	25,709	850	1,196	125	0	0	7	5	9	13	40	16	0	30	1	4	
	%	100.00%	92.63%	03.06%	04.31%	00.45%	00.00%	00.00%	00.03%	00.02%	00.03%	00.05%	00.14%	00.06%	00.00%	00.11%	00.00%	00.01%	
GS-A/15	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
VM-J/0	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
VM-J/15	#	18,058	16,605	534	919	97	0	0	2	5	9	11	33	10	0	22	1	4	
	%	100.00%	91.95%	02.96%	05.09%	00.54%	00.00%	00.00%	00.01%	00.03%	00.05%	00.06%	00.18%	00.06%	00.00%	00.12%	00.01%	00.02%	
AD-L/0	#	232	216	12	4	1	0	0	0	0	0	0	0	1	0	0	0	0	
	%	100.00%	93.10%	05.17%	01.72%	00.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.43%	00.00%	00.00%	00.00%	00.00%	
AD-L/5	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-L/15	#	9,417	8,844	301	272	27	0	0	5	0	0	2	7	5	0	8	0	0
	%	100.00%	93.92%	03.20%	02.89%	00.29%	00.00%	00.00%	00.05%	00.00%	00.00%	00.02%	00.07%	00.05%	00.00%	00.08%	00.00%	00.00%
SR-X/15	#	40	37	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.50%	07.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	257																
Relevant Applicant Pool	%	100.00%	92.63%	03.06%	04.31%	00.45%	00.00%	00.00%	00.03%	00.02%	00.03%	00.05%	00.14%	00.06%	00.00%	00.11%	00.00%	00.01%
Internal Applications	#	1,107	543	539	25	7	1	2	0	0	0	1	0	2	0	1	0	0
	%	100.00%	49.05%	48.69%	2.26%	0.63%	0.09%	0.18%	0.00%	0.00%	0.00%	0.09%	0.00%	0.18%	0.00%	0.09%	0.00%	0.00%
Qualified Internal Applicants	#	747	360	371	16	2	1	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	48.19%	49.67%	2.14%	0.27%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	689	327	348	14	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	47.46%	50.51%	2.03%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	60	57	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.00%	03.33%	01.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#	1,390																
Voluntarily Identified Applicants	#	9,357	4,621	4,411	325	226	1	125	17	0	2	28	4	34	0	12	0	3
	%	100.00%	49.39%	47.14%	3.47%	2.42%	0.01%	1.34%	0.18%	0.00%	0.02%	0.30%	0.04%	0.36%	0.00%	0.13%	0.00%	0.03%
Qualified External Applicants	#	7,317	3,709	3,443	165	82	1	4	16	0	1	17	2	33	0	6	0	2
	%	100.00%	50.69%	47.05%	2.26%	1.12%	0.01%	0.05%	0.22%	0.00%	0.01%	0.23%	0.03%	0.45%	0.00%	0.08%	0.00%	0.03%

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
Referred Applicants	#	6,090	3,055	2,908	127	65	1	4	13	0	1	15	2	21	0	6	0	2	
	%	100.00%	50.16%	47.75%	2.09%	1.07%	0.02%	0.07%	0.21%	0.00%	0.02%	0.25%	0.03%	0.34%	0.00%	0.10%	0.00%	0.03%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	4,098	3,562	403	133	18	0	0	5	2	0	1	3	5	0	2	0	0	
	%	100.00%	86.92%	9.83%	3.25%	0.44%	0.00%	0.00%	0.12%	0.05%	0.00%	0.02%	0.07%	0.12%	0.00%	0.05%	0.00%	0.00%	
0603 Physician's Assistant	#	2,495	2,191	92	212	23	0	0	3	1	1	2	1	3	0	8	0	4	
	%	100.00%	87.82%	03.69%	08.50%	00.92%	00.00%	00.00%	00.12%	00.04%	00.04%	00.08%	00.04%	00.12%	00.00%	00.32%	00.00%	00.16%	
GS-A/13	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
VN-K/9	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
VN-K/11	#	115	104	6	5	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	90.43%	05.22%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
VN-K/12	#	506	440	12	54	4	0	0	2	0	0	0	0	0	0	2	0	0	
	%	100.00%	86.96%	02.37%	10.67%	00.79%	00.00%	00.00%	00.40%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.40%	00.00%	00.00%	
VN-K/13	#	1,630	1,424	62	144	17	0	0	1	1	1	2	0	3	0	5	0	4	
	%	100.00%	87.36%	03.80%	08.83%	01.04%	00.00%	00.00%	00.06%	00.06%	00.06%	00.12%	00.00%	00.18%	00.00%	00.31%	00.00%	00.25%	
VN-K/14	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
AD-M/11	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
AD-M/12	#	54	50	2	2	1	0	0	0	0	0	0	0	0	0	1	0	0	
	%	100.00%	92.59%	03.70%	03.70%	01.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	
AD-M/13	#	124	111	7	6	1	0	0	0	0	0	0	1	0	0	0	0	0	
	%	100.00%	89.52%	05.65%	04.84%	00.81%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.81%	00.00%	00.00%	00.00%	00.00%	00.00%	
AD-N/0	#	52	48	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	92.31%	05.77%	01.92%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	33																
Relevant Applicant Pool	%	100.00%	87.82%	03.69%	08.50%	00.92%	00.00%	00.00%	00.12%	00.04%	00.04%	00.08%	00.04%	00.12%	00.00%	00.32%	00.00%	00.16%
Internal Applications	#	238	126	106	6	3	0	0	1	0	0	1	0	0	0	1	0	0
	%	100.00%	52.94%	44.54%	2.52%	1.26%	0.00%	0.00%	0.42%	0.00%	0.00%	0.42%	0.00%	0.00%	0.00%	0.42%	0.00%	0.00%
Qualified Internal Applicants	#	118	58	55	5	3	0	0	1	0	0	1	0	0	0	1	0	0
	%	100.00%	49.15%	46.61%	4.24%	2.54%	0.00%	0.00%	0.85%	0.00%	0.00%	0.85%	0.00%	0.00%	0.00%	0.85%	0.00%	0.00%
Referred Applicants	#	114	57	52	5	3	0	0	1	0	0	1	0	0	0	1	0	0
	%	100.00%	50.00%	45.61%	4.39%	2.63%	0.00%	0.00%	0.88%	0.00%	0.00%	0.88%	0.00%	0.00%	0.00%	0.88%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	178	151	4	23	5	0	0	0	0	0	2	0	1	0	0	0	2
	%	100.00%	84.83%	02.25%	12.92%	02.81%	00.00%	00.00%	00.00%	00.00%	00.00%	01.12%	00.00%	00.56%	00.00%	00.00%	00.00%	01.12%
<b>New Hires</b>																		
Vacancy Announcements	#	257																
Voluntarily Identified Applicants	#	2,414	1,082	1,285	47	21	0	5	2	0	6	0	0	0	0	8	0	0
	%	100.00%	44.82%	53.23%	1.95%	0.87%	0.00%	0.21%	0.08%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%
Qualified External Applicants	#	1,800	786	974	40	17	0	4	1	0	5	0	0	0	0	7	0	0
	%	100.00%	43.67%	54.11%	2.22%	0.94%	0.00%	0.22%	0.06%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.39%	0.00%	0.00%
Referred Applicants	#	1,690	733	922	35	16	0	4	1	0	5	0	0	0	0	6	0	0
	%	100.00%	43.37%	54.56%	2.07%	0.95%	0.00%	0.24%	0.06%	0.00%	0.30%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
External Selections	#	622	532	58	32	5	0	0	2	0	0	0	1	0	0	2	0	0
	%	100.00%	84.83%	02.25%	12.92%	02.81%	00.00%	00.00%	00.00%	00.00%	00.00%	01.12%	00.00%	00.56%	00.00%	00.00%	00.00%	01.12%
0610 Nurse	#	75,393	68,088	2,137	5,168	515	0	12	41	26	12	52	40	67	0	236	4	25
	%	100.00%	90.31%	02.83%	06.85%	00.68%	00.00%	00.02%	00.05%	00.03%	00.02%	00.07%	00.05%	00.09%	00.00%	00.31%	00.01%	00.03%
VN-K/1	#	11,946	10,537	494	915	103	0	2	10	3	4	9	3	15	0	54	0	3
	%	100.00%	88.21%	04.14%	07.66%	00.86%	00.00%	00.02%	00.08%	00.03%	00.03%	00.08%	00.03%	00.13%	00.00%	00.45%	00.00%	00.03%
VN-K/2	#	38,311	34,760	985	2,566	244	0	5	19	16	6	27	24	27	0	109	1	10
	%	100.00%	90.73%	02.57%	06.70%	00.64%	00.00%	00.01%	00.05%	00.04%	00.02%	00.07%	00.06%	00.07%	00.00%	00.28%	00.00%	00.03%
VN-K/3	#	17,687	16,003	428	1,256	123	0	2	7	4	1	15	13	16	0	53	2	10
	%	100.00%	90.48%	02.42%	07.10%	00.70%	00.00%	00.01%	00.04%	00.02%	00.01%	00.08%	00.07%	00.09%	00.00%	00.30%	00.01%	00.06%
VN-K/4	#	997	903	18	76	11	0	0	2	2	0	1	0	1	0	4	1	0
	%	100.00%	90.57%	01.81%	07.62%	01.10%	00.00%	00.00%	00.20%	00.20%	00.00%	00.10%	00.00%	00.10%	00.00%	00.40%	00.10%	00.00%
VN-K/5	#	250	225	5	20	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	90.00%	02.00%	08.00%	00.40%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.40%	00.00%	00.00%	00.00%	00.00%
AD-M/0	#	379	330	33	16	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	87.07%	08.71%	04.22%	00.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.53%	00.00%	00.00%
AD-M/1	#	1,655	1,486	63	106	15	0	1	1	1	1	0	0	5	0	5	0	1
	%	100.00%	89.79%	03.81%	06.40%	00.91%	00.00%	00.06%	00.06%	00.06%	00.06%	00.00%	00.00%	00.30%	00.00%	00.30%	00.00%	00.06%
AD-M/2	#	3,361	3,102	83	176	13	0	2	2	0	0	0	0	0	0	8	0	1
	%	100.00%	92.29%	02.47%	05.24%	00.39%	00.00%	00.06%	00.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.24%	00.00%	00.03%
AD-M/3	#	773	713	25	35	3	0	0	0	0	0	0	0	2	0	1	0	0
	%	100.00%	92.24%	03.23%	04.53%	00.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.26%	00.00%	00.13%	00.00%	00.00%
AD-M/4	#	10	6	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/5	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-N/0	#	19	18	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	94.74%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	2,072																
Relevant Applicant Pool	%	100.00%	90.31%	02.83%	06.85%	00.68%	00.00%	00.02%	00.05%	00.03%	00.02%	00.07%	00.05%	00.09%	00.00%	00.31%	00.01%	00.03%
Internal Applications	#	26,001	14,894	10,615	492	202	0	6	27	1	4	20	5	30	0	104	0	5
	%	100.00%	57.28%	40.83%	1.89%	0.78%	0.00%	0.02%	0.10%	0.00%	0.02%	0.08%	0.02%	0.12%	0.00%	0.40%	0.00%	0.02%
Qualified Internal Applicants	#	15,936	9,211	6,409	316	130	0	3	20	0	1	7	4	22	0	70	0	3
	%	100.00%	57.80%	40.22%	1.98%	0.82%	0.00%	0.02%	0.13%	0.00%	0.01%	0.04%	0.03%	0.14%	0.00%	0.44%	0.00%	0.02%
Referred Applicants	#	15,392	8,920	6,165	307	127	0	3	20	0	1	7	4	21	0	69	0	2
	%	100.00%	57.95%	40.05%	1.99%	0.83%	0.00%	0.02%	0.13%	0.00%	0.01%	0.05%	0.03%	0.14%	0.00%	0.45%	0.00%	0.01%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,370	4,919	126	325	24	0	1	2	0	0	2	0	1	0	15	1	2
	%	100.00%	91.60%	02.35%	06.05%	00.45%	00.00%	00.02%	00.04%	00.00%	00.00%	00.04%	00.00%	00.02%	00.00%	00.28%	00.02%	00.04%
<b>New Hires</b>																		
Vacancy Announcements	#	6,023																
Voluntarily Identified Applicants	#	130,928	75,196	52,871	2,861	1,280	7	107	147	16	36	67	10	145	4	727	2	12
	%	100.00%	57.43%	40.38%	2.19%	0.98%	0.01%	0.08%	0.11%	0.01%	0.03%	0.05%	0.01%	0.11%	0.00%	0.56%	0.00%	0.01%
Qualified External Applicants	#	104,327	61,272	40,695	2,360	1,060	5	86	126	12	32	52	5	122	1	608	2	9
	%	100.00%	58.73%	39.01%	2.26%	1.02%	0.00%	0.08%	0.12%	0.01%	0.03%	0.05%	0.00%	0.12%	0.00%	0.58%	0.00%	0.01%
Referred Applicants	#	94,524	55,627	36,784	2,113	948	4	75	114	11	22	48	4	113	1	545	2	9
	%	100.00%	58.85%	38.91%	2.24%	1.00%	0.00%	0.08%	0.12%	0.01%	0.02%	0.05%	0.00%	0.12%	0.00%	0.58%	0.00%	0.01%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
External Selections	#	12,132	10,314	1,043	775	96	0	9	25	1	0	4	0	10	0	47	0	0	
	%	100.00%	91.60%	02.35%	06.05%	00.45%	00.00%	00.02%	00.04%	00.00%	00.00%	00.04%	00.00%	00.02%	00.00%	00.28%	00.02%	00.04%	
0620 Practical Nurse	#	15,506	13,610	484	1,412	153	0	3	12	13	1	13	10	35	0	62	0	4	
	%	100.00%	87.77%	03.12%	09.11%	00.99%	00.00%	00.02%	00.08%	00.08%	00.01%	00.08%	00.06%	00.23%	00.00%	00.40%	00.00%	00.03%	
GS-A/3	#	96	85	4	7	2	0	0	0	0	0	0	0	1	0	1	0	0	
	%	100.00%	88.54%	04.17%	07.29%	02.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.04%	00.00%	01.04%	00.00%	00.00%	
GS-A/4	#	341	289	21	31	8	0	0	2	0	0	0	1	0	0	5	0	0	
	%	100.00%	84.75%	06.16%	09.09%	02.35%	00.00%	00.00%	00.59%	00.00%	00.00%	00.00%	00.29%	00.00%	00.00%	01.47%	00.00%	00.00%	
GS-A/5	#	950	836	44	70	7	0	0	2	0	0	0	0	1	0	4	0	0	
	%	100.00%	88.00%	04.63%	07.37%	00.74%	00.00%	00.00%	00.21%	00.00%	00.00%	00.00%	00.00%	00.11%	00.00%	00.42%	00.00%	00.00%	
GS-A/6	#	13,529	11,866	403	1,260	128	0	3	8	13	1	11	7	33	0	49	0	3	
	%	100.00%	87.71%	02.98%	09.31%	00.95%	00.00%	00.02%	00.06%	00.10%	00.01%	00.08%	00.05%	00.24%	00.00%	00.36%	00.00%	00.02%	
GS-A/7	#	590	534	12	44	8	0	0	0	0	0	2	2	0	0	3	0	1	
	%	100.00%	90.51%	02.03%	07.46%	01.36%	00.00%	00.00%	00.00%	00.00%	00.00%	00.34%	00.34%	00.00%	00.00%	00.51%	00.00%	00.17%	
<b>Internal Competitive Promotions</b>																			
Vacancy Announcements	#	711																	
Relevant Applicant Pool	%	100.00%	87.77%	03.12%	09.11%	00.99%	00.00%	00.02%	00.08%	00.08%	00.01%	00.08%	00.06%	00.23%	00.00%	00.40%	00.00%	00.03%	
Internal Applications	#	5,625	3,242	2,241	142	67	1	6	1	1	2	1	0	8	0	46	0	1	
	%	100.00%	57.64%	39.84%	2.52%	1.19%	0.02%	0.11%	0.02%	0.02%	0.04%	0.02%	0.00%	0.14%	0.00%	0.82%	0.00%	0.02%	
Qualified Internal Applicants	#	2,794	1,656	1,056	82	41	0	2	1	1	0	1	0	5	0	30	0	1	
	%	100.00%	59.27%	37.80%	2.93%	1.47%	0.00%	0.07%	0.04%	0.04%	0.00%	0.04%	0.00%	0.18%	0.00%	1.07%	0.00%	0.04%	
Referred Applicants	#	2,642	1,581	983	78	39	0	2	1	1	0	1	0	5	0	28	0	1	
	%	100.00%	59.84%	37.21%	2.95%	1.48%	0.00%	0.08%	0.04%	0.04%	0.00%	0.04%	0.00%	0.19%	0.00%	1.06%	0.00%	0.04%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Internal Selections	#	1,094	959	26	109	7	0	0	0	0	0	4	0	1	0	1	0	1	

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	87.66%	02.38%	09.96%	00.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.37%	00.00%	00.09%	00.00%	00.09%	00.00%	00.09%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	1,215																
<b>Voluntarily Identified Applicants</b>	#	17,223	8,906	7,812	505	238	7	33	14	6	4	4	0	31	0	137	0	2
	%	100.00%	51.71%	45.36%	2.93%	1.38%	0.04%	0.19%	0.08%	0.03%	0.02%	0.02%	0.00%	0.18%	0.00%	0.80%	0.00%	0.01%
<b>Qualified External Applicants</b>	#	10,779	5,781	4,651	347	153	5	27	6	6	4	2	0	20	0	82	0	1
	%	100.00%	53.63%	43.15%	3.22%	1.42%	0.05%	0.25%	0.06%	0.06%	0.04%	0.02%	0.00%	0.19%	0.00%	0.76%	0.00%	0.01%
<b>Referred Applicants</b>	#	9,145	4,897	3,938	310	141	4	23	4	6	4	1	0	20	0	78	0	1
	%	100.00%	53.55%	43.06%	3.39%	1.54%	0.04%	0.25%	0.04%	0.07%	0.04%	0.01%	0.00%	0.22%	0.00%	0.85%	0.00%	0.01%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	3,248	2,690	268	290	41	0	1	6	4	2	0	0	8	0	20	0	0
	%	100.00%	87.66%	02.38%	09.96%	00.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.37%	00.00%	00.09%	00.00%	00.09%	00.00%	00.09%
<b>0631 Occupational Therapist</b>	#	1,466	1,323	39	104	12	0	1	0	0	1	1	3	3	0	2	0	1
	%	100.00%	90.25%	02.66%	07.09%	00.82%	00.00%	00.07%	00.00%	00.00%	00.07%	00.07%	00.20%	00.20%	00.00%	00.14%	00.00%	00.07%
<b>GS-A/9</b>	#	22	20	0	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.91%	00.00%	09.09%	04.55%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/11</b>	#	984	884	24	76	7	0	0	0	0	0	0	2	2	0	2	0	1
	%	100.00%	89.84%	02.44%	07.72%	00.71%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.20%	00.20%	00.00%	00.20%	00.00%	00.10%
<b>GS-A/12</b>	#	327	298	7	22	3	0	0	0	0	0	1	1	1	0	0	0	0
	%	100.00%	91.13%	02.14%	06.73%	00.92%	00.00%	00.00%	00.00%	00.00%	00.00%	00.31%	00.31%	00.31%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/13</b>	#	57	56	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	98.25%	00.00%	01.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/14</b>	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-N/0</b>	#	70	60	8	2	1	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	85.71%	11.43%	02.86%	01.43%	00.00%	00.00%	00.00%	00.00%	01.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	82																
Relevant Applicant Pool	%	100.00%	90.25%	02.66%	07.09%	00.82%	00.00%	00.07%	00.00%	00.00%	00.07%	00.07%	00.20%	00.20%	00.00%	00.14%	00.00%	00.07%
Internal Applications	#	264	120	141	3	2	0	1	0	0	0	0	0	1	0	0	0	0
	%	100.00%	45.45%	53.41%	1.14%	0.76%	0.00%	0.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	130	67	61	2	2	0	1	0	0	0	0	0	1	0	0	0	0
	%	100.00%	51.54%	46.92%	1.54%	1.54%	0.00%	0.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.77%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	124	64	58	2	2	0	1	0	0	0	0	0	1	0	0	0	0
	%	100.00%	51.61%	46.77%	1.61%	1.61%	0.00%	0.81%	0.00%	0.00%	0.00%	0.00%	0.00%	0.81%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	102	95	1	6	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	93.14%	00.98%	05.88%	00.98%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.98%	00.00%	00.00%	00.00%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#	86																
Voluntarily Identified Applicants	#	917	386	516	15	7	0	2	1	0	0	1	2	0	0	1	0	0
	%	100.00%	42.09%	56.27%	1.64%	0.76%	0.00%	0.22%	0.11%	0.00%	0.00%	0.11%	0.22%	0.00%	0.00%	0.11%	0.00%	0.00%
Qualified External Applicants	#	564	266	290	8	2	0	1	0	0	0	0	1	0	0	0	0	0
	%	100.00%	47.16%	51.42%	1.42%	0.35%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	436	201	229	6	2	0	1	0	0	0	0	1	0	0	0	0	0
	%	100.00%	46.10%	52.52%	1.38%	0.46%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	389	346	29	14	4	0	2	0	0	1	0	0	0	0	0	0	1
	%	100.00%	93.14%	00.98%	05.88%	00.98%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.98%	00.00%	00.00%	00.00%	00.00%
	#	2,464	2,280	70	114	14	0	1	0	2	1	0	0	3	0	6	1	0

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>0633 Physical Therapist</b>	%	100.00%	92.53%	02.84%	04.63%	00.57%	00.00%	00.04%	00.00%	00.08%	00.04%	00.00%	00.00%	00.12%	00.00%	00.24%	00.04%	00.00%
<b>GS-A/11</b>	#	65	63	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.92%	01.54%	01.54%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/12</b>	#	1,715	1,580	51	84	11	0	0	0	1	1	0	0	3	0	5	1	0
	%	100.00%	92.13%	02.97%	04.90%	00.64%	00.00%	00.00%	00.00%	00.06%	00.06%	00.00%	00.00%	00.17%	00.00%	00.29%	00.06%	00.00%
<b>GS-A/13</b>	#	509	479	8	22	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100.00%	94.11%	01.57%	04.32%	00.39%	00.00%	00.00%	00.00%	00.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.20%	00.00%	00.00%
<b>GS-A/14</b>	#	73	67	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.78%	02.74%	05.48%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/15</b>	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-N/0</b>	#	100	90	7	3	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.00%	07.00%	03.00%	01.00%	00.00%	01.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	129																
<b>Relevant Applicant Pool</b>	%	100.00%	92.53%	02.84%	04.63%	00.57%	00.00%	00.04%	00.00%	00.08%	00.04%	00.00%	00.00%	00.12%	00.00%	00.24%	00.04%	00.00%
<b>Internal Applications</b>	#	528	266	257	5	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	50.38%	48.67%	0.95%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%
<b>Qualified Internal Applicants</b>	#	293	141	148	4	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	48.12%	50.51%	1.37%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.68%	0.00%	0.00%
<b>Referred Applicants</b>	#	286	139	143	4	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	48.60%	50.00%	1.40%	0.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.70%	0.00%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	517	469	16	32	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100.00%	90.72%	03.09%	06.19%	00.39%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>New Hires</b>																		
Vacancy Announcements	#	110																
Voluntarily Identified Applicants	#	1,658	917	724	17	10	0	1	0	0	0	1	0	0	0	8	0	0
	%	100.00%	55.31%	43.67%	1.03%	0.60%	0.00%	0.06%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.48%	0.00%	0.00%
Qualified External Applicants	#	1,164	667	483	14	8	0	0	0	0	0	1	0	0	0	7	0	0
	%	100.00%	57.30%	41.49%	1.20%	0.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.00%	0.60%	0.00%	0.00%
Referred Applicants	#	879	511	358	10	6	0	0	0	0	0	1	0	0	0	5	0	0
	%	100.00%	58.13%	40.73%	1.14%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.11%	0.00%	0.00%	0.00%	0.57%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	592	520	48	24	5	0	3	0	0	1	0	0	0	0	1	0	0
	%	100.00%	90.72%	03.09%	06.19%	00.39%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%
0644 Medical Technologist	#	4,603	4,159	101	343	39	0	0	5	0	2	2	2	8	0	16	0	4
	%	100.00%	90.35%	02.19%	07.45%	00.85%	00.00%	00.00%	00.11%	00.00%	00.04%	00.04%	00.04%	00.17%	00.00%	00.35%	00.00%	00.09%
GS-A/5	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	101	95	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.06%	01.98%	03.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	2,247	2,022	50	175	18	0	0	3	0	0	0	2	2	0	10	0	1
	%	100.00%	89.99%	02.23%	07.79%	00.80%	00.00%	00.00%	00.13%	00.00%	00.00%	00.00%	00.09%	00.09%	00.00%	00.45%	00.00%	00.04%
GS-A/10	#	532	466	16	50	7	0	0	1	0	1	0	0	2	0	2	0	1
	%	100.00%	87.59%	03.01%	09.40%	01.32%	00.00%	00.00%	00.19%	00.00%	00.19%	00.00%	00.00%	00.38%	00.00%	00.38%	00.00%	00.19%
GS-A/11	#	939	866	14	59	9	0	0	1	0	1	0	0	3	0	2	0	2
	%	100.00%	92.23%	01.49%	06.28%	00.96%	00.00%	00.00%	00.11%	00.00%	00.11%	00.00%	00.00%	00.32%	00.00%	00.21%	00.00%	00.21%
GS-A/12	#	657	594	17	46	3	0	0	0	0	0	1	0	0	0	2	0	0
	%	100.00%	90.41%	02.59%	07.00%	00.46%	00.00%	00.00%	00.00%	00.00%	00.00%	00.15%	00.00%	00.00%	00.00%	00.30%	00.00%	00.00%
GS-A/13	#	126	115	2	9	2	0	0	0	0	0	1	0	1	0	0	0	0

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
%	100.00%	91.27%	01.59%	07.14%	01.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.79%	00.00%	00.79%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	356																
<b>Relevant Applicant Pool</b>	%	100.00%	90.35%	02.19%	07.45%	00.85%	00.00%	00.00%	00.11%	00.00%	00.04%	00.04%	00.04%	00.17%	00.00%	00.35%	00.00%	00.09%
<b>Internal Applications</b>	#	1,683	898	721	64	29	4	4	2	0	1	0	1	5	0	12	0	0
	%	100.00%	53.36%	42.84%	3.80%	1.72%	0.24%	0.24%	0.12%	0.00%	0.06%	0.00%	0.06%	0.30%	0.00%	0.71%	0.00%	0.00%
<b>Qualified Internal Applicants</b>	#	925	481	416	28	13	2	2	2	0	0	0	1	3	0	3	0	0
	%	100.00%	52.00%	44.97%	3.03%	1.41%	0.22%	0.22%	0.22%	0.00%	0.00%	0.00%	0.11%	0.32%	0.00%	0.32%	0.00%	0.00%
<b>Referred Applicants</b>	#	887	470	392	25	12	2	2	1	0	0	0	1	3	0	3	0	0
	%	100.00%	52.99%	44.19%	2.82%	1.35%	0.23%	0.23%	0.11%	0.00%	0.00%	0.00%	0.11%	0.34%	0.00%	0.34%	0.00%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	683	625	11	47	5	0	0	2	0	0	1	0	0	0	2	0	0
	%	100.00%	91.51%	01.61%	06.88%	00.73%	00.00%	00.00%	00.29%	00.00%	00.00%	00.15%	00.00%	00.00%	00.00%	00.29%	00.00%	00.00%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	398																
<b>Voluntarily Identified Applicants</b>	#	3,959	2,041	1,752	166	74	1	16	4	1	0	3	1	11	0	31	0	6
	%	100.00%	51.55%	44.25%	4.19%	1.87%	0.03%	0.40%	0.10%	0.03%	0.00%	0.08%	0.03%	0.28%	0.00%	0.78%	0.00%	0.15%
<b>Qualified External Applicants</b>	#	1,804	948	778	78	33	0	7	2	0	0	1	1	3	0	14	0	5
	%	100.00%	52.55%	43.13%	4.32%	1.83%	0.00%	0.39%	0.11%	0.00%	0.00%	0.06%	0.06%	0.17%	0.00%	0.78%	0.00%	0.28%
<b>Referred Applicants</b>	#	1,617	850	699	68	29	0	6	1	0	0	1	1	3	0	12	0	5
	%	100.00%	52.57%	43.23%	4.21%	1.79%	0.00%	0.37%	0.06%	0.00%	0.00%	0.06%	0.06%	0.19%	0.00%	0.74%	0.00%	0.31%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	683	585	55	43	6	0	0	2	0	0	0	0	0	0	4	0	0
	%	100.00%	91.51%	01.61%	06.88%	00.73%	00.00%	00.00%	00.29%	00.00%	00.00%	00.15%	00.00%	00.00%	00.00%	00.29%	00.00%	00.00%

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>0660 Pharmacist</b>	#	10,277	9,717	179	381	50	0	1	8	0	2	3	7	8	0	20	0	1
	%	100.00%	94.55%	01.74%	03.71%	00.49%	00.00%	00.01%	00.08%	00.00%	00.02%	00.03%	00.07%	00.08%	00.00%	00.19%	00.00%	00.01%
<b>GS-A/11</b>	#	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/12</b>	#	4,315	4,040	85	190	30	0	1	3	0	2	2	5	5	0	12	0	0
	%	100.00%	93.63%	01.97%	04.40%	00.70%	00.00%	00.02%	00.07%	00.00%	00.05%	00.05%	00.12%	00.12%	00.00%	00.28%	00.00%	00.00%
<b>GS-A/13</b>	#	4,746	4,518	70	158	19	0	0	4	0	0	1	2	3	0	8	0	1
	%	100.00%	95.20%	01.47%	03.33%	00.40%	00.00%	00.00%	00.08%	00.00%	00.00%	00.02%	00.04%	00.06%	00.00%	00.17%	00.00%	00.02%
<b>GS-A/14</b>	#	343	332	2	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.79%	00.58%	02.62%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/15</b>	#	141	136	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.45%	01.42%	02.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-N/0</b>	#	720	679	20	21	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	94.31%	02.78%	02.92%	00.14%	00.00%	00.00%	00.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>SR-X/99</b>	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	645																
<b>Relevant Applicant Pool</b>	%	100.00%	94.55%	01.74%	03.71%	00.49%	00.00%	00.01%	00.08%	00.00%	00.02%	00.03%	00.07%	00.08%	00.00%	00.19%	00.00%	00.01%
<b>Internal Applications</b>	#	6,281	3,414	2,762	105	86	1	20	33	0	2	2	0	8	0	19	1	0
	%	100.00%	54.35%	43.97%	1.67%	1.37%	0.02%	0.32%	0.53%	0.00%	0.03%	0.03%	0.00%	0.13%	0.00%	0.30%	0.02%	0.00%
<b>Qualified Internal Applicants</b>	#	2,946	1,601	1,298	47	37	1	17	2	0	2	2	0	4	0	9	0	0
	%	100.00%	54.34%	44.06%	1.60%	1.26%	0.03%	0.58%	0.07%	0.00%	0.07%	0.07%	0.00%	0.14%	0.00%	0.31%	0.00%	0.00%
<b>Referred Applicants</b>	#	2,730	1,459	1,225	46	36	1	17	2	0	2	2	0	3	0	9	0	0
	%	100.00%	53.44%	44.87%	1.68%	1.32%	0.04%	0.62%	0.07%	0.00%	0.07%	0.07%	0.00%	0.11%	0.00%	0.33%	0.00%	0.00%
	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Interviewed Applicants	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	530	506	5	19	6	0	0	0	0	0	0	2	0	0	2	0	2
	%	100.00%	95.47%	00.94%	03.58%	01.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.38%	00.00%	00.00%	00.38%	00.00%	00.38%
<b>New Hires</b>																		
Vacancy Announcements	#	295																
Voluntarily Identified Applicants	#	10,594	6,453	3,884	257	196	11	7	21	0	1	5	2	39	0	104	6	0
	%	100.00%	60.91%	36.66%	2.43%	1.85%	0.10%	0.07%	0.20%	0.00%	0.01%	0.05%	0.02%	0.37%	0.00%	0.98%	0.06%	0.00%
Qualified External Applicants	#	7,845	4,921	2,733	191	148	10	5	19	0	0	5	1	35	0	68	5	0
	%	100.00%	62.73%	34.84%	2.43%	1.89%	0.13%	0.06%	0.24%	0.00%	0.00%	0.06%	0.01%	0.45%	0.00%	0.87%	0.06%	0.00%
Referred Applicants	#	3,891	2,344	1,439	108	78	3	2	8	0	0	4	0	17	0	42	2	0
	%	100.00%	60.24%	36.98%	2.78%	2.00%	0.08%	0.05%	0.21%	0.00%	0.00%	0.10%	0.00%	0.44%	0.00%	1.08%	0.05%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,716	1,578	85	53	3	0	0	2	0	0	0	0	0	0	1	0	0
	%	100.00%	95.47%	00.94%	03.58%	01.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.38%	00.00%	00.00%	00.38%	00.00%	00.38%
0996 Veterans Claims Examining	#	13,458	9,175	1,120	3,163	541	1	42	26	9	13	33	56	23	4	323	2	9
	%	100.00%	68.18%	08.32%	23.50%	04.02%	00.01%	00.31%	00.19%	00.07%	00.10%	00.25%	00.42%	00.17%	00.03%	02.40%	00.01%	00.07%
GS-A/5	#	68	52	2	14	7	0	1	0	0	0	0	0	0	0	6	0	0
	%	100.00%	76.47%	02.94%	20.59%	10.29%	00.00%	01.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	08.82%	00.00%	00.00%
GS-A/7	#	1,441	795	264	382	90	0	17	7	0	1	6	1	2	0	56	0	0
	%	100.00%	55.17%	18.32%	26.51%	06.25%	00.00%	01.18%	00.49%	00.00%	00.07%	00.42%	00.07%	00.14%	00.00%	03.89%	00.00%	00.00%
GS-A/9	#	1,847	1,108	240	499	112	1	17	7	3	1	4	3	2	1	72	0	1
	%	100.00%	59.99%	12.99%	27.02%	06.06%	00.05%	00.92%	00.38%	00.16%	00.05%	00.22%	00.16%	00.11%	00.05%	03.90%	00.00%	00.05%
GS-A/10	#	2,719	1,522	281	916	150	0	7	5	1	2	11	14	9	1	97	0	3
	%	100.00%	55.98%	10.33%	33.69%	05.52%	00.00%	00.26%	00.18%	00.04%	00.07%	00.40%	00.51%	00.33%	00.04%	03.57%	00.00%	00.11%
GS-A/11	#	2,599	1,838	155	606	77	0	0	3	1	1	8	14	3	2	43	0	2

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	70.72%	05.96%	23.32%	02.96%	00.00%	00.00%	00.12%	00.04%	00.04%	00.31%	00.54%	00.12%	00.08%	01.65%	00.00%	00.08%
GS-A/12	#	3,589	2,822	149	618	90	0	0	3	2	5	4	19	7	0	45	2	3
	%	100.00%	78.63%	04.15%	17.22%	02.51%	00.00%	00.00%	00.08%	00.06%	00.14%	00.11%	00.53%	00.20%	00.00%	01.25%	00.06%	00.08%
GS-A/13	#	958	832	22	104	11	0	0	0	2	2	0	4	0	0	3	0	0
	%	100.00%	86.85%	02.30%	10.86%	01.15%	00.00%	00.00%	00.00%	00.21%	00.21%	00.00%	00.42%	00.00%	00.00%	00.31%	00.00%	00.00%
GS-A/14	#	186	162	5	19	3	0	0	1	0	0	0	1	0	0	1	0	0
	%	100.00%	87.10%	02.69%	10.22%	01.61%	00.00%	00.00%	00.54%	00.00%	00.00%	00.00%	00.54%	00.00%	00.00%	00.54%	00.00%	00.00%
GS-A/15	#	51	44	2	5	1	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	86.27%	03.92%	09.80%	01.96%	00.00%	00.00%	00.00%	00.00%	01.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	482																
Relevant Applicant Pool	%	100.00%	68.18%	08.32%	23.50%	04.02%	00.01%	00.31%	00.19%	00.07%	00.10%	00.25%	00.42%	00.17%	00.03%	02.40%	00.01%	00.07%
Internal Applications	#	18,231	8,307	8,050	1,874	1,164	9	239	57	11	5	93	29	34	0	676	0	11
	%	100.00%	45.57%	44.16%	10.28%	6.38%	0.05%	1.31%	0.31%	0.06%	0.03%	0.51%	0.16%	0.19%	0.00%	3.71%	0.00%	0.06%
Qualified Internal Applicants	#	9,507	4,074	4,446	987	610	6	141	32	7	3	26	14	16	0	361	0	4
	%	100.00%	42.85%	46.77%	10.38%	6.42%	0.06%	1.48%	0.34%	0.07%	0.03%	0.27%	0.15%	0.17%	0.00%	3.80%	0.00%	0.04%
Referred Applicants	#	9,398	4,028	4,392	978	607	6	141	32	6	3	26	14	15	0	360	0	4
	%	100.00%	42.86%	46.73%	10.41%	6.46%	0.06%	1.50%	0.34%	0.06%	0.03%	0.28%	0.15%	0.16%	0.00%	3.83%	0.00%	0.04%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,681	3,357	687	1,637	306	2	28	19	1	6	20	16	10	5	199	0	0
	%	100.00%	59.09%	12.09%	28.82%	05.39%	00.04%	00.49%	00.33%	00.02%	00.11%	00.35%	00.28%	00.18%	00.09%	03.50%	00.00%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#	68																
Voluntarily Identified Applicants	#	10,548	6,032	3,762	754	428	7	70	31	15	1	36	7	8	0	248	1	4
	%	100.00%	57.19%	35.67%	7.15%	4.06%	0.07%	0.66%	0.29%	0.14%	0.01%	0.34%	0.07%	0.08%	0.00%	2.35%	0.01%	0.04%

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
Qualified External Applicants	#	7,768	4,591	2,651	526	287	6	44	21	11	1	24	4	7	0	166	0	3	
	%	100.00%	59.10%	34.13%	6.77%	3.69%	0.08%	0.57%	0.27%	0.14%	0.01%	0.31%	0.05%	0.09%	0.00%	2.14%	0.00%	0.04%	
Referred Applicants	#	1,965	1,034	704	227	163	3	27	9	2	1	8	1	2	0	109	0	1	
	%	100.00%	52.62%	35.83%	11.55%	8.30%	0.15%	1.37%	0.46%	0.10%	0.05%	0.41%	0.05%	0.10%	0.00%	5.55%	0.00%	0.05%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	1,324	630	291	403	111	0	22	6	0	2	5	0	4	0	72	0	0	
	%	100.00%	59.09%	12.09%	28.82%	05.39%	00.04%	00.49%	00.33%	00.02%	00.11%	00.35%	00.28%	00.18%	00.09%	03.50%	00.00%	00.00%	
1102 Contracting	#	2,789	2,060	186	543	127	0	8	10	3	6	9	14	7	5	62	1	2	
	%	100.00%	73.86%	06.67%	19.47%	04.55%	00.00%	00.29%	00.36%	00.11%	00.22%	00.32%	00.50%	00.25%	00.18%	02.22%	00.04%	00.07%	
GS-A/4	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
GS-A/5	#	41	32	3	6	2	0	0	0	0	1	0	0	0	0	1	0	0	
	%	100.00%	78.05%	07.32%	14.63%	04.88%	00.00%	00.00%	00.00%	00.00%	02.44%	00.00%	00.00%	00.00%	00.00%	02.44%	00.00%	00.00%	
GS-A/7	#	181	106	17	58	26	0	5	0	0	0	1	1	0	0	19	0	0	
	%	100.00%	58.56%	09.39%	32.04%	14.36%	00.00%	02.76%	00.00%	00.00%	00.00%	00.55%	00.55%	00.00%	00.00%	10.50%	00.00%	00.00%	
GS-A/9	#	297	193	25	79	25	0	1	1	1	1	2	0	3	2	14	0	0	
	%	100.00%	64.98%	08.42%	26.60%	08.42%	00.00%	00.34%	00.34%	00.34%	00.34%	00.67%	00.00%	01.01%	00.67%	04.71%	00.00%	00.00%	
GS-A/11	#	418	274	32	112	31	0	1	1	0	2	3	3	1	2	16	0	2	
	%	100.00%	65.55%	07.66%	26.79%	07.42%	00.00%	00.24%	00.24%	00.00%	00.48%	00.72%	00.72%	00.24%	00.48%	03.83%	00.00%	00.48%	
GS-A/12	#	1,026	772	65	189	30	0	1	4	2	1	2	8	2	1	8	1	0	
	%	100.00%	75.24%	06.34%	18.42%	02.92%	00.00%	00.10%	00.39%	00.19%	00.10%	00.19%	00.78%	00.19%	00.10%	00.78%	00.10%	00.00%	
GS-A/13	#	538	435	32	71	11	0	0	4	0	1	1	1	0	0	4	0	0	
	%	100.00%	80.86%	05.95%	13.20%	02.04%	00.00%	00.00%	00.74%	00.00%	00.19%	00.19%	00.19%	00.00%	00.00%	00.74%	00.00%	00.00%	
GS-A/14	#	221	190	10	21	1	0	0	0	0	0	0	1	0	0	0	0	0	
	%	100.00%	85.97%	04.52%	09.50%	00.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.45%	00.00%	00.00%	00.00%	00.00%	00.00%	
GS-A/15	#	59	52	1	6	1	0	0	0	0	0	0	0	1	0	0	0	0	

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	88.14%	01.69%	10.17%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.69%	00.00%	00.00%	00.00%	00.00%
ES-E/O	#	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	14.29%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	276																
Relevant Applicant Pool	%	100.00%	73.86%	06.67%	19.47%	04.55%	00.00%	00.29%	00.36%	00.11%	00.22%	00.32%	00.50%	00.25%	00.18%	02.22%	00.04%	00.07%
Internal Applications	#	17,263	8,313	7,001	1,949	1,150	15	168	106	43	25	80	43	32	1	627	3	7
	%	100.00%	48.16%	40.55%	11.29%	6.66%	0.09%	0.97%	0.61%	0.25%	0.14%	0.46%	0.25%	0.19%	0.01%	3.63%	0.02%	0.04%
Qualified Internal Applicants	#	5,215	2,388	2,205	622	371	0	56	34	23	12	28	21	13	0	180	1	3
	%	100.00%	45.79%	42.28%	11.93%	7.11%	0.00%	1.07%	0.65%	0.44%	0.23%	0.54%	0.40%	0.25%	0.00%	3.45%	0.02%	0.06%
Referred Applicants	#	4,177	1,883	1,795	499	295	0	47	26	20	8	19	18	8	0	145	1	3
	%	100.00%	45.08%	42.97%	11.95%	7.06%	0.00%	1.13%	0.62%	0.48%	0.19%	0.45%	0.43%	0.19%	0.00%	3.47%	0.02%	0.07%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	683	452	47	184	49	0	1	0	1	2	6	4	2	3	30	0	0
	%	100.00%	66.18%	06.88%	26.94%	07.17%	00.00%	00.15%	00.00%	00.15%	00.29%	00.88%	00.59%	00.29%	00.44%	04.39%	00.00%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#	87																
Voluntarily Identified Applicants	#	9,151	4,907	3,473	771	441	6	72	45	13	12	28	15	15	1	229	3	2
	%	100.00%	53.62%	37.95%	8.43%	4.82%	0.07%	0.79%	0.49%	0.14%	0.13%	0.31%	0.16%	0.16%	0.01%	2.50%	0.03%	0.02%
Qualified External Applicants	#	3,063	1,582	1,208	273	159	1	34	17	6	4	11	7	6	0	69	3	1
	%	100.00%	51.65%	39.44%	8.91%	5.19%	0.03%	1.11%	0.56%	0.20%	0.13%	0.36%	0.23%	0.20%	0.00%	2.25%	0.10%	0.03%
Referred Applicants	#	2,445	1,241	977	227	133	0	28	15	5	4	10	5	5	0	57	3	1
	%	100.00%	50.76%	39.96%	9.28%	5.44%	0.00%	1.15%	0.61%	0.20%	0.16%	0.41%	0.20%	0.20%	0.00%	2.33%	0.12%	0.04%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
External Selections	#	444	294	49	101	29	0	6	5	0	1	2	2	0	1	12	0	0
	%	100.00%	66.18%	06.88%	26.94%	07.17%	00.00%	00.15%	00.00%	00.15%	00.29%	00.88%	00.59%	00.29%	00.44%	04.39%	00.00%	00.00%
2210 Information Technology Management	#	7,145	5,320	539	1,286	202	1	5	10	12	6	10	30	22	5	95	2	4
	%	100.00%	74.46%	07.54%	18.00%	02.83%	00.01%	00.07%	00.14%	00.17%	00.08%	00.14%	00.42%	00.31%	00.07%	01.33%	00.03%	00.06%
GS-A/0	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/4	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	157	100	18	39	12	0	2	0	1	0	0	0	0	0	9	0	0
	%	100.00%	63.69%	11.46%	24.84%	07.64%	00.00%	01.27%	00.00%	00.64%	00.00%	00.00%	00.00%	00.00%	00.00%	05.73%	00.00%	00.00%
GS-A/9	#	290	193	35	62	14	1	2	0	0	0	0	0	1	0	10	0	0
	%	100.00%	66.55%	12.07%	21.38%	04.83%	00.34%	00.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.34%	00.00%	03.45%	00.00%	00.00%
GS-A/11	#	1,899	1,290	128	481	82	0	0	6	2	2	4	6	10	3	44	2	3
	%	100.00%	67.93%	06.74%	25.33%	04.32%	00.00%	00.00%	00.32%	00.11%	00.11%	00.21%	00.32%	00.53%	00.16%	02.32%	00.11%	00.16%
GS-A/12	#	1,317	965	92	260	41	0	1	1	3	2	3	8	4	2	17	0	0
	%	100.00%	73.27%	06.99%	19.74%	03.11%	00.00%	00.08%	00.08%	00.23%	00.15%	00.23%	00.61%	00.30%	00.15%	01.29%	00.00%	00.00%
GS-A/13	#	2,400	1,906	183	311	43	0	0	3	3	2	2	13	6	0	13	0	1
	%	100.00%	79.42%	07.63%	12.96%	01.79%	00.00%	00.00%	00.13%	00.13%	00.08%	00.08%	00.54%	00.25%	00.00%	00.54%	00.00%	00.04%
GS-A/14	#	905	722	70	113	9	0	0	0	3	0	1	2	1	0	2	0	0
	%	100.00%	79.78%	07.73%	12.49%	00.99%	00.00%	00.00%	00.00%	00.33%	00.00%	00.11%	00.22%	00.11%	00.00%	00.22%	00.00%	00.00%
GS-A/15	#	147	115	12	20	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	78.23%	08.16%	13.61%	00.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.68%	00.00%	00.00%	00.00%	00.00%	00.00%
GM-B/13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	23	22	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.65%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA Mission Critical Occupations		TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Vacancy Announcements	#	224																	
Relevant Applicant Pool	%	100.00%	74.46%	07.54%	18.00%	02.83%	00.01%	00.07%	00.14%	00.17%	00.08%	00.14%	00.42%	00.31%	00.07%	01.33%	00.03%	00.06%	
Internal Applications	#	12,379	5,866	5,256	1,257	725	11	166	56	13	7	68	20	40	0	342	0	2	
	%	100.00%	47.39%	42.46%	10.15%	5.86%	0.09%	1.34%	0.45%	0.11%	0.06%	0.55%	0.16%	0.32%	0.00%	2.76%	0.00%	0.02%	
Qualified Internal Applicants	#	4,239	1,919	1,852	468	284	5	68	17	5	0	21	9	15	0	144	0	0	
	%	100.00%	45.27%	43.69%	11.04%	6.70%	0.12%	1.60%	0.40%	0.12%	0.00%	0.50%	0.21%	0.35%	0.00%	3.40%	0.00%	0.00%	
Referred Applicants	#	3,888	1,756	1,714	418	253	3	63	15	4	0	19	9	15	0	125	0	0	
	%	100.00%	45.16%	44.08%	10.75%	6.51%	0.08%	1.62%	0.39%	0.10%	0.00%	0.49%	0.23%	0.39%	0.00%	3.22%	0.00%	0.00%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Internal Selections	#	852	579	62	211	39	0	1	0	1	0	1	9	3	2	21	0	1	
	%	100.00%	67.96%	07.28%	24.77%	04.58%	00.00%	00.12%	00.00%	00.12%	00.00%	00.12%	01.06%	00.35%	00.23%	02.46%	00.00%	00.12%	
<b>New Hires</b>																			
Vacancy Announcements	#	350																	
Voluntarily Identified Applicants	#	84,979	45,977	32,710	6,292	3,371	55	670	319	106	66	254	104	229	1	1,528	7	32	
	%	100.00%	54.10%	38.49%	7.40%	3.97%	0.06%	0.79%	0.38%	0.12%	0.08%	0.30%	0.12%	0.27%	0.00%	1.80%	0.01%	0.04%	
Qualified External Applicants	#	37,390	19,796	14,825	2,769	1,483	13	336	149	53	37	118	46	91	0	622	5	13	
	%	100.00%	52.94%	39.65%	7.41%	3.97%	0.03%	0.90%	0.40%	0.14%	0.10%	0.32%	0.12%	0.24%	0.00%	1.66%	0.01%	0.03%	
Referred Applicants	#	24,909	13,017	10,019	1,873	1,002	4	232	110	32	26	84	27	56	0	417	2	12	
	%	100.00%	52.26%	40.22%	7.52%	4.02%	0.02%	0.93%	0.44%	0.13%	0.10%	0.34%	0.11%	0.22%	0.00%	1.67%	0.01%	0.05%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	1,126	725	262	139	35	2	3	1	3	0	3	0	2	2	18	0	1	
	%	100.00%	67.96%	07.28%	24.77%	04.58%	00.00%	00.12%	00.00%	00.12%	00.00%	00.12%	01.06%	00.35%	00.23%	02.46%	00.00%	00.12%	
4754 Cemetery Caretaking	#	665	457	48	160	39	0	2	1	1	0	1	4	1	2	27	0	0	
	%	100.00%	68.72%	07.22%	24.06%	05.86%	00.00%	00.30%	00.15%	00.15%	00.00%	00.15%	00.60%	00.15%	00.30%	04.06%	00.00%	00.00%	

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
WG-1/4	#	27	15	4	8	4	0	0	0	0	0	0	1	0	0	3	0	0
	%	100.00%	55.56%	14.81%	29.63%	14.81%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%	11.11%	00.00%	00.00%
WG-1/5	#	212	150	15	47	12	0	2	0	0	0	0	1	0	1	8	0	0
	%	100.00%	70.75%	07.08%	22.17%	05.66%	00.00%	00.94%	00.00%	00.00%	00.00%	00.00%	00.47%	00.00%	00.47%	03.77%	00.00%	00.00%
WG-1/6	#	310	215	18	77	19	0	0	1	1	0	1	1	0	0	15	0	0
	%	100.00%	69.35%	05.81%	24.84%	06.13%	00.00%	00.00%	00.32%	00.32%	00.00%	00.32%	00.32%	00.00%	00.00%	04.84%	00.00%	00.00%
WL-2/6	#	7	5	0	2	2	0	0	0	0	0	0	1	0	1	0	0	0
	%	100.00%	71.43%	00.00%	28.57%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	14.29%	00.00%	14.29%	00.00%	00.00%	00.00%
WL-2/7	#	7	4	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	57.14%	14.29%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/8	#	24	14	3	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	58.33%	12.50%	29.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/9	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/10	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/5	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/6	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/7	#	7	5	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	00.00%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/8	#	49	36	5	8	2	0	0	0	0	0	0	0	1	0	1	0	0
	%	100.00%	73.47%	10.20%	16.33%	04.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.04%	00.00%	02.04%	00.00%	00.00%
WS-3/9	#	9	5	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	55.56%	00.00%	44.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/10	#	6	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Mission Critical Occupations	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	50.00%	16.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	155																
Relevant Applicant Pool	%	100.00%	68.72%	07.22%	24.06%	05.86%	00.00%	00.30%	00.15%	00.15%	00.00%	00.15%	00.60%	00.15%	00.30%	04.06%	00.00%	00.00%
Internal Applications	#	2,871	1,316	1,249	306	221	5	51	23	2	0	7	5	3	0	123	0	2
	%	100.00%	45.84%	43.50%	10.66%	7.70%	0.17%	1.78%	0.80%	0.07%	0.00%	0.24%	0.17%	0.10%	0.00%	4.28%	0.00%	0.07%
Qualified Internal Applicants	#	1,353	613	543	197	149	3	36	16	0	0	4	5	2	0	83	0	0
	%	100.00%	45.31%	40.13%	14.56%	11.01%	0.22%	2.66%	1.18%	0.00%	0.00%	0.30%	0.37%	0.15%	0.00%	6.13%	0.00%	0.00%
Referred Applicants	#	1,112	484	466	162	125	2	29	14	0	0	4	4	0	0	72	0	0
	%	100.00%	43.53%	41.91%	14.57%	11.24%	0.18%	2.61%	1.26%	0.00%	0.00%	0.36%	0.36%	0.00%	0.00%	6.47%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	193	129	10	54	20	0	0	0	3	0	2	0	0	1	14	0	0
	%	100.00%	66.84%	05.18%	27.98%	10.36%	00.00%	00.00%	00.00%	01.55%	00.00%	01.04%	00.00%	00.00%	00.52%	07.25%	00.00%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#	33																
Voluntarily Identified Applicants	#	1,078	422	589	67	54	1	21	4	0	3	1	0	0	0	24	0	0
	%	100.00%	39.15%	54.64%	6.22%	5.01%	0.09%	1.95%	0.37%	0.00%	0.28%	0.09%	0.00%	0.00%	0.00%	2.23%	0.00%	0.00%
Qualified External Applicants	#	834	321	456	57	45	0	20	3	0	1	0	0	0	0	21	0	0
	%	100.00%	38.49%	54.68%	6.83%	5.40%	0.00%	2.40%	0.36%	0.00%	0.12%	0.00%	0.00%	0.00%	0.00%	2.52%	0.00%	0.00%
Referred Applicants	#	188	72	87	29	25	0	10	3	0	1	0	0	0	0	11	0	0
	%	100.00%	38.30%	46.28%	15.43%	13.30%	0.00%	5.32%	1.60%	0.00%	0.53%	0.00%	0.00%	0.00%	0.00%	5.85%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	296	213	28	55	17	0	3	0	0	0	0	0	0	3	11	0	0
	%	100.00%	66.84%	05.18%	27.98%	10.36%	00.00%	00.00%	00.00%	01.55%	00.00%	01.04%	00.00%	00.00%	00.52%	07.25%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and manila residents.

This list of mission critical occupations was developed by the Department's Office of the Chief Human Capital Officer.

Row category totals may not match from Table A and Table B due to missing gender data.

\*\*\* This data is not available.



**Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino								Two or More Races/Undisclosed				
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>Upward Mobility Benchmark</b>	%	100.01%	33.71%	66.30%	02.36%	03.68%	21.99%	39.38%	04.06%	13.09%	04.50%	08.52%	00.12%	00.24%	00.50%	01.04%	00.18%	00.35%
<b>Total Senior Grades</b>	#	87,022	37,863	49,159	2,039	2,281	26,870	32,265	3,007	7,321	5,254	6,374	85	123	470	598	138	197
	%	100.01%	43.52%	56.49%	02.34%	02.62%	30.88%	37.08%	03.46%	08.41%	06.04%	07.32%	00.10%	00.14%	00.54%	00.69%	00.16%	00.23%
<b>SES or Equivalent</b>	#	490	313	177	10	2	249	135	37	24	13	8	0	2	3	4	1	2
	%	100.00%	63.87%	36.13%	02.04%	00.41%	50.82%	27.55%	07.55%	04.90%	02.65%	01.63%	00.00%	00.41%	00.61%	00.82%	00.20%	00.41%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	3																
<b>Relevant Applicant Pool</b>	#	100.00%	59.88%	40.12%	3.12%	2.23%	40.27%	22.71%	2.80%	3.23%	12.57%	11.07%	0.14%	0.12%	0.79%	0.58%	0.19%	0.17%
<b>Internal Applications</b>	#	55	39	16	3	1	21	7	11	5	3	1	0	1	1	1	0	0
	%	100.00%	70.91%	29.09%	5.45%	1.82%	38.18%	12.73%	20.00%	9.09%	5.45%	1.82%	0.00%	1.82%	1.82%	1.82%	0.00%	0.00%
<b>Qualified Internal Applicants</b>	#	28	21	7	1	1	12	2	6	3	1	0	0	1	1	0	0	0
	%	100.00%	75.00%	25.00%	3.57%	3.57%	42.86%	7.14%	21.43%	10.71%	3.57%	0.00%	0.00%	3.57%	3.57%	0.00%	0.00%	0.00%
<b>Referred Applicants</b>	#	5	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	66	40	26	2	0	30	16	6	7	2	0	0	1	0	0	0	2
	%	100.00%	60.60%	39.40%	03.03%	00.00%	45.45%	24.24%	09.09%	10.61%	03.03%	00.00%	00.00%	01.52%	00.00%	00.00%	00.00%	03.03%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	6																

**Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL  EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino								Two or More Races/Undisclosed			
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Voluntarily Identified Applicants</b>	#	209	116	93	12	7	49	39	36	39	12	4	0	0	6	1	1	3
	%	100.00%	55.50%	44.50%	5.74%	3.35%	23.44%	18.66%	17.22%	18.66%	5.74%	1.91%	0.00%	0.00%	2.87%	0.48%	0.48%	1.44%
<b>Qualified External Applicants</b>	#	95	62	33	9	2	24	17	19	12	6	2	0	0	3	0	1	0
	%	100.00%	65.26%	34.74%	9.47%	2.11%	25.26%	17.89%	20.00%	12.63%	6.32%	2.11%	0.00%	0.00%	3.16%	0.00%	1.05%	0.00%
<b>Referred Applicants</b>	#	39	23	16	2	1	9	7	8	7	3	1	0	0	1	0	0	0
	%	100.00%	58.97%	41.03%	5.13%	2.56%	23.08%	17.95%	20.51%	17.95%	7.69%	2.56%	0.00%	0.00%	2.56%	0.00%	0.00%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Career Developmental Program</b>																		
<b>Slots for Career Development Program</b>	#																	
<b>Eligible for Career Development Program</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Applicants for Career Development Program</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selections for Career Development Program</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	#	31,715	19,001	12,714	987	706	12,787	7,201	889	1,025	3,983	3,505	44	37	250	185	61	55

**Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL  EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino								Two or More Races/Undisclosed			
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		male	female				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>GS-15 or Equivalent</b>	%	100.00%	59.91%	40.09%	03.11%	02.23%	40.32%	22.71%	02.80%	03.23%	12.56%	11.05%	00.14%	00.12%	00.79%	00.58%	00.19%	00.17%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	252																
<b>Relevant Applicant Pool</b>	#	100.00%	46.66%	53.34%	2.14%	2.22%	35.17%	37.02%	5.57%	10.41%	3.04%	2.85%	0.09%	0.12%	0.43%	0.57%	0.22%	0.15%
<b>Internal Applications</b>	#	6,520	4,365	2,155	465	210	2,250	759	1,248	912	277	164	8	4	72	43	45	63
	%	100.00%	66.95%	33.05%	7.13%	3.22%	34.51%	11.64%	19.14%	13.99%	4.25%	2.52%	0.12%	0.06%	1.10%	0.66%	0.69%	0.97%
<b>Qualified Internal Applicants</b>	#	3,482	2,333	1,149	241	90	1,248	444	639	460	143	91	4	1	44	33	14	30
	%	100.00%	67.00%	33.00%	6.92%	2.58%	35.84%	12.75%	18.35%	13.21%	4.11%	2.61%	0.11%	0.03%	1.26%	0.95%	0.40%	0.86%
<b>Referred Applicants</b>	#	3,467	2,323	1,144	241	90	1,244	441	635	459	141	91	4	1	44	32	14	30
	%	100.00%	67.00%	33.00%	6.95%	2.60%	35.88%	12.72%	18.32%	13.24%	4.07%	2.62%	0.12%	0.03%	1.27%	0.92%	0.40%	0.87%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	573	267	306	10	10	209	183	33	86	11	22	0	0	3	3	1	2
	%	100.00%	46.59%	53.41%	01.75%	01.75%	36.47%	31.94%	05.76%	15.01%	01.92%	03.84%	00.00%	00.00%	00.52%	00.52%	00.17%	00.35%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	124																
<b>Voluntarily Identified Applicants</b>	#	6,587	4,968	1,619	521	161	2,395	541	1,079	636	811	240	7	2	100	18	55	21
	%	100.00%	75.42%	24.58%	7.91%	2.44%	36.36%	8.21%	16.38%	9.66%	12.31%	3.64%	0.11%	0.03%	1.52%	0.27%	0.83%	0.32%
<b>Qualified External Applicants</b>	#	2,650	1,957	693	195	66	962	262	417	259	316	83	1	1	46	8	20	14
	%	100.00%	73.85%	26.15%	7.36%	2.49%	36.30%	9.89%	15.74%	9.77%	11.92%	3.13%	0.04%	0.04%	1.74%	0.30%	0.75%	0.53%

**Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino								Two or More Races/Undisclosed			
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Referred Applicants	#	1,855	1,409	446	138	49	691	165	306	163	226	53	1	1	32	7	15	8
	%	100.00%	75.96%	24.04%	7.44%	2.64%	37.25%	8.89%	16.50%	8.79%	12.18%	2.86%	0.05%	0.05%	1.73%	0.38%	0.81%	0.43%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Career Developmental Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-14 or Equivalent	#	8,596	4,011	4,585	184	191	3,023	3,182	479	895	261	245	8	10	37	49	19	13
	%	100.00%	46.66%	53.34%	02.14%	02.22%	35.17%	37.02%	05.57%	10.41%	03.04%	02.85%	00.09%	00.12%	00.43%	00.57%	00.22%	00.15%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	862																

**Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL  EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino								Two or More Races/Undisclosed			
		White	Black or African American				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		male	female				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Relevant Applicant Pool</b>	#	100.00%	31.52%	68.48%	1.86%	2.99%	23.45%	47.01%	3.47%	11.62%	2.16%	5.66%	0.07%	0.16%	0.39%	0.78%	0.12%	0.27%
<b>Internal Applications</b>	#	21,479	12,128	9,351	1,602	878	6,067	3,360	3,300	4,194	763	541	24	24	170	184	202	170
	%	100.00%	56.46%	43.54%	7.46%	4.09%	28.25%	15.64%	15.36%	19.53%	3.55%	2.52%	0.11%	0.11%	0.79%	0.86%	0.94%	0.79%
<b>Qualified Internal Applicants</b>	#	10,531	5,953	4,578	747	386	3,178	1,785	1,523	1,973	327	261	13	13	75	85	90	75
	%	100.00%	56.53%	43.47%	7.09%	3.67%	30.18%	16.95%	14.46%	18.74%	3.11%	2.48%	0.12%	0.12%	0.71%	0.81%	0.85%	0.71%
<b>Referred Applicants</b>	#	9,831	5,552	4,279	704	361	2,963	1,685	1,404	1,831	314	246	13	11	70	78	84	67
	%	100.00%	56.47%	43.53%	7.16%	3.67%	30.14%	17.14%	14.28%	18.62%	3.19%	2.50%	0.13%	0.11%	0.71%	0.79%	0.85%	0.68%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	1,887	800	1,087	54	43	588	744	99	208	47	65	2	10	5	13	5	4
	%	99.99%	42.39%	57.60%	02.86%	02.28%	31.16%	39.43%	05.25%	11.02%	02.49%	03.44%	00.11%	00.53%	00.26%	00.69%	00.26%	00.21%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	231																
<b>Voluntarily Identified Applicants</b>	#	17,002	12,716	4,286	1,608	509	5,986	1,359	2,870	1,741	1,879	528	29	8	213	86	131	55
	%	100.00%	74.79%	25.21%	9.46%	2.99%	35.21%	7.99%	16.88%	10.24%	11.05%	3.11%	0.17%	0.05%	1.25%	0.51%	0.77%	0.32%
<b>Qualified External Applicants</b>	#	9,610	7,118	2,492	858	266	3,374	848	1,588	967	1,075	320	18	3	126	55	79	33
	%	100.00%	74.07%	25.93%	8.93%	2.77%	35.11%	8.82%	16.52%	10.06%	11.19%	3.33%	0.19%	0.03%	1.31%	0.57%	0.82%	0.34%
<b>Referred Applicants</b>	#	4,859	3,822	1,037	450	116	1,887	372	841	370	509	144	13	0	79	23	43	12
	%	100.00%	78.66%	21.34%	9.26%	2.39%	38.84%	7.66%	17.31%	7.61%	10.48%	2.96%	0.27%	0.00%	1.63%	0.47%	0.88%	0.25%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL  EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino								American Indian or Alaska Native			
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Career Developmental Program</b>																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-13 or Equivalent	#	46,291	14,589	31,702	859	1,382	10,854	21,760	1,604	5,380	1,002	2,618	33	74	180	361	57	127
	%	100.01%	31.52%	68.49%	01.86%	02.99%	23.45%	47.01%	03.47%	11.62%	02.16%	05.66%	00.07%	00.16%	00.39%	00.78%	00.12%	00.27%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	2,522																
Relevant Applicant Pool	#	100.00%	39.55%	60.45%	2.60%	3.53%	27.03%	39.48%	6.14%	11.84%	2.86%	4.29%	0.16%	0.17%	0.58%	0.88%	0.18%	0.26%
Internal Applications	#	51,577	26,651	24,926	3,873	2,827	12,250	8,827	7,855	10,940	1,723	1,437	103	88	393	279	454	528
	%	100.00%	51.67%	48.33%	7.51%	5.48%	23.75%	17.11%	15.23%	21.21%	3.34%	2.79%	0.20%	0.17%	0.76%	0.54%	0.88%	1.02%
	#	23,441	11,674	11,767	1,662	1,264	5,682	4,661	3,181	4,763	791	682	41	34	157	145	160	218

**Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL  EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino								American Indian or Alaska Native			
		White	Black or African American	Asian			Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed							
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Qualified Internal Applicants	%	100.00%	49.80%	50.20%	7.09%	5.39%	24.24%	19.88%	13.57%	20.32%	3.37%	2.91%	0.17%	0.15%	0.67%	0.62%	0.68%	0.93%
Referred Applicants	#	21,642	10,800	10,842	1,528	1,164	5,306	4,377	2,893	4,311	738	628	39	28	146	135	150	199
	%	100.00%	49.90%	50.10%	7.06%	5.38%	24.52%	20.22%	13.37%	19.92%	3.41%	2.90%	0.18%	0.13%	0.67%	0.62%	0.69%	0.92%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,849	2,005	3,844	115	191	1,450	2,424	254	825	121	308	8	14	49	58	8	24
	%	100.01%	34.29%	65.72%	01.97%	03.27%	24.79%	41.44%	04.34%	14.10%	02.07%	05.27%	00.14%	00.24%	00.84%	00.99%	00.14%	00.41%
<b>New Hires</b>																		
Vacancy Announcements	#	1,004																
Voluntarily Identified Applicants	#	34,558	23,375	11,183	2,921	1,276	10,935	4,032	5,806	4,155	3,119	1,434	55	22	305	82	234	182
	%	100.00%	67.64%	32.36%	8.45%	3.69%	31.64%	11.67%	16.80%	12.02%	9.03%	4.15%	0.16%	0.06%	0.88%	0.24%	0.68%	0.53%
Qualified External Applicants	#	17,898	11,463	6,435	1,364	682	5,642	2,591	2,649	2,118	1,573	887	19	13	133	52	83	92
	%	100.00%	64.05%	35.95%	7.62%	3.81%	31.52%	14.48%	14.80%	11.83%	8.79%	4.96%	0.11%	0.07%	0.74%	0.29%	0.46%	0.51%
Referred Applicants	#	11,434	7,757	3,677	876	412	3,950	1,568	1,705	1,077	1,069	532	13	7	99	27	45	54
	%	100.00%	67.84%	32.16%	7.66%	3.60%	34.55%	13.71%	14.91%	9.42%	9.35%	4.65%	0.11%	0.06%	0.87%	0.24%	0.39%	0.47%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Career Developmental Program</b>																		

**Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL  EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino								American Indian or Alaska Native				Two or More Races/Undisclosed
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		male	female	male	female	
<b>Slots for Career Development Program</b>	#																		
<b>Eligible for Career Development Program</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Applicants for Career Development Program</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selections for Career Development Program</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and manila residents.

The Relevant Applicant Pool for SES or Equivalent are those that are in a grade 15. The Relevant Applicant Pool for Grade 15 or Equivalent are those that are in a grade 14. The Relevant Applicant Pool for Grade 14 or Equivalent are those that are in a grade 13. The Relevant Applicant Pool for Grade 13 or Equivalent are those that are in a grade 12.

The Upward Mobility benchmark focuses on the occupations within an agency that have career advancement potential to the executive level. It is calculated using Table 6 (Mission Critical Occupations).

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

\*\*\* This data is not available.

**Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				12.00%	2.00%												
<b>Total Senior Grades</b>	#	87,033	78,078	2,858	6,097	722	2	9	37	60	45	57	149	81	0	241	9	32
	%	100.00%	89.71%	03.28%	07.01%	00.83%	00.00%	00.01%	00.04%	00.07%	00.05%	00.07%	00.17%	00.09%	00.00%	00.28%	00.01%	00.04%
<b>SES or Equivalent</b>	#	490	436	19	35	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	88.98%	03.88%	07.14%	00.61%	00.00%	00.00%	00.00%	00.00%	00.20%	00.00%	00.20%	00.00%	00.00%	00.20%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
<b>Vacancy Announcements</b>	#	3																
<b>Relevant Applicant Pool</b>	#	100.00%	92.21%	3.09%	4.69%	0.48%	0.00%	0.00%	0.03%	0.03%	0.03%	0.04%	0.15%	0.07%	0.00%	0.11%	0.00%	0.01%
<b>Internal Applications</b>	#	79	33	40	6	3	0	1	0	0	0	1	0	0	0	1	0	0
	%	100.00%	41.77%	50.63%	7.59%	3.80%	0.00%	1.27%	0.00%	0.00%	0.00%	1.27%	0.00%	0.00%	0.00%	1.27%	0.00%	0.00%
<b>Qualified Internal Applicants</b>	#	43	17	22	4	3	0	1	0	0	0	1	0	0	0	1	0	0
	%	100.00%	39.53%	51.16%	9.30%	6.98%	0.00%	2.33%	0.00%	0.00%	0.00%	2.33%	0.00%	0.00%	0.00%	2.33%	0.00%	0.00%
<b>Referred Applicants</b>	#	11	4	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	36.36%	54.55%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Internal Selections</b>	#	66	55	4	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	06.06%	10.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>New Hires</b>																		
<b>Vacancy Announcements</b>	#	6																
<b>Voluntarily Identified Applicants</b>	#	290	145	128	17	7	1	0	1	0	0	2	2	0	0	1	0	0
	%	100.00%	50.00%	44.14%	5.86%	2.41%	0.34%	0.00%	0.34%	0.00%	0.00%	0.69%	0.69%	0.00%	0.00%	0.34%	0.00%	0.00%
<b>Qualified External Applicants</b>	#	139	66	61	12	5	1	0	1	0	0	1	2	0	0	0	0	0
	%	100.00%	47.48%	43.88%	8.63%	3.60%	0.72%	0.00%	0.72%	0.00%	0.00%	0.72%	1.44%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Referred Applicants</b>	#	55	26	22	7	2	0	0	0	0	0	1	1	0	0	0	0	0

**Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels	TOTAL	Total by Disability Status					Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
	%	100.00%	47.27%	40.00%	12.73%	3.64%	0.00%	0.00%	0.00%	0.00%	0.00%	1.82%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	41	32	7	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.05%	17.07%	04.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Career Developmental Program</b>																			
Slots for Career Development Program	#																		
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-15 or Equivalent	#	31,717	29,246	983	1,488	152	0	1	9	9	11	14	48	21	0	34	1	4	
	%	100.00%	92.21%	03.10%	04.69%	00.48%	00.00%	00.00%	00.03%	00.03%	00.03%	00.04%	00.15%	00.07%	00.00%	00.11%	00.00%	00.01%	
<b>Internal Competitive Promotions</b>																			
Vacancy Announcements	#	252																	
Relevant Applicant Pool	#	100.00%	87.20%	3.93%	8.86%	1.20%	0.00%	0.05%	0.06%	0.15%	0.10%	0.08%	0.22%	0.07%	0.00%	0.40%	0.03%	100.00%	
Internal Applications	#	9,168	4,103	4,435	630	324	1	64	73	12	10	33	23	4	2	99	0	3	
	%	100.00%	44.75%	48.37%	6.87%	3.53%	0.01%	0.70%	0.80%	0.13%	0.11%	0.36%	0.25%	0.04%	0.02%	1.08%	0.00%	0.03%	
Qualified Internal Applicants	#	4,939	2,159	2,470	310	148	0	33	40	4	0	14	11	0	1	42	0	3	
	%	100.00%	43.71%	50.01%	6.28%	3.00%	0.00%	0.67%	0.81%	0.08%	0.00%	0.28%	0.22%	0.00%	0.02%	0.85%	0.00%	0.06%	
Referred Applicants	#	4,914	2,148	2,457	309	147	0	33	40	4	0	13	11	0	1	42	0	3	
	%	100.00%	43.71%	50.00%	6.29%	2.99%	0.00%	0.67%	0.81%	0.08%	0.00%	0.26%	0.22%	0.00%	0.02%	0.85%	0.00%	0.06%	
	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels	TOTAL	Total by Disability Status					Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
Interviewed Applicants	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Internal Selections	#	573	522	19	32	2	0	0	0	1	0	0	0	0	0	1	0	0	
	%	100.00%	91.10%	03.32%	05.58%	00.35%	00.00%	00.00%	00.00%	00.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.17%	00.00%	00.00%	
<b>New Hires</b>																			
Vacancy Announcements	#	124																	
Voluntarily Identified Applicants	#	8,800	4,573	3,641	586	290	4	69	20	15	2	22	24	26	0	106	0	2	
	%	100.00%	51.97%	41.38%	6.66%	3.30%	0.05%	0.78%	0.23%	0.17%	0.02%	0.25%	0.27%	0.30%	0.00%	1.20%	0.00%	0.02%	
Qualified External Applicants	#	3,612	1,775	1,611	226	110	0	28	8	6	1	9	9	14	0	34	0	1	
	%	100.00%	49.14%	44.60%	6.26%	3.05%	0.00%	0.78%	0.22%	0.17%	0.03%	0.25%	0.25%	0.39%	0.00%	0.94%	0.00%	0.03%	
Referred Applicants	#	2,540	1,234	1,146	160	84	0	23	7	3	0	4	7	11	0	28	0	1	
	%	100.00%	48.58%	45.12%	6.30%	3.31%	0.00%	0.91%	0.28%	0.12%	0.00%	0.16%	0.28%	0.43%	0.00%	1.10%	0.00%	0.04%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	4,265	3,673	443	149	16	0	0	5	2	0	1	3	3	0	2	0	0	
	%	100.00%	86.12%	10.39%	03.49%	00.38%	00.00%	00.00%	00.12%	00.05%	00.00%	00.02%	00.07%	00.07%	00.00%	00.05%	00.00%	00.00%	
<b>Career Developmental Program</b>																			
Slots for Career Development Program	#																		
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
GS-14 or Equivalent	#	8,596	7,496	338	762	103	0	4	5	13	9	7	19	6	0	34	3	3	
	%	100.00%	87.20%	03.93%	08.86%	01.20%	00.00%	00.05%	00.06%	00.15%	00.10%	00.08%	00.22%	00.07%	00.00%	00.40%	00.03%	00.03%	

**Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#	862																
Relevant Applicant Pool	#	100.00%	88.47%	3.29%	8.24%	1.00%	0.00%	0.01%	0.05%	0.08%	0.05%	0.08%	0.17%	0.12%	0.00%	0.37%	0.01%	100.00%
Internal Applications	#	29,148	13,156	13,516	2,476	1,212	12	341	101	46	33	113	71	43	1	440	0	11
	%	100.00%	45.14%	46.37%	8.49%	4.16%	0.04%	1.17%	0.35%	0.16%	0.11%	0.39%	0.24%	0.15%	0.00%	1.51%	0.00%	0.04%
Qualified Internal Applicants	#	14,380	6,292	6,909	1,179	591	3	181	47	24	11	56	31	23	0	209	0	6
	%	100.00%	43.76%	48.05%	8.20%	4.11%	0.02%	1.26%	0.33%	0.17%	0.08%	0.39%	0.22%	0.16%	0.00%	1.45%	0.00%	0.04%
Referred Applicants	#	13,473	5,848	6,524	1,101	546	2	164	43	21	10	53	28	21	0	198	0	6
	%	100.00%	43.41%	48.42%	8.17%	4.05%	0.01%	1.22%	0.32%	0.16%	0.07%	0.39%	0.21%	0.16%	0.00%	1.47%	0.00%	0.04%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	1,887	1,688	49	150	14	0	1	0	2	1	1	2	2	0	5	0	0
	%	100.00%	89.45%	02.60%	07.95%	00.74%	00.00%	00.05%	00.00%	00.11%	00.05%	00.05%	00.11%	00.11%	00.00%	00.26%	00.00%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#	231																
Voluntarily Identified Applicants	#	22,706	12,004	9,138	1,564	777	5	215	65	42	25	58	36	38	0	284	1	8
	%	100.00%	52.87%	40.24%	6.89%	3.42%	0.02%	0.95%	0.29%	0.18%	0.11%	0.26%	0.16%	0.17%	0.00%	1.25%	0.00%	0.04%
Qualified External Applicants	#	12,758	6,779	5,142	837	391	2	119	40	25	10	27	17	20	0	124	1	6
	%	100.00%	53.14%	40.30%	6.56%	3.06%	0.02%	0.93%	0.31%	0.20%	0.08%	0.21%	0.13%	0.16%	0.00%	0.97%	0.01%	0.05%
Referred Applicants	#	6,421	3,326	2,630	465	214	1	72	23	11	6	14	7	8	0	67	0	5
	%	100.00%	51.80%	40.96%	7.24%	3.33%	0.02%	1.12%	0.36%	0.17%	0.09%	0.22%	0.11%	0.12%	0.00%	1.04%	0.00%	0.08%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	470	339	87	44	16	0	5	0	1	0	0	0	0	0	10	0	0
	%	100.00%	72.13%	18.51%	09.36%	03.40%	00.00%	01.06%	00.00%	00.21%	00.00%	00.00%	00.00%	00.00%	00.00%	02.13%	00.00%	00.00%
<b>Career Developmental Program</b>																		

**Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Slots for Career Development Program	#																		
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
GS-13 or Equivalent	#	46,300	40,963	1,522	3,815	464	2	4	23	38	24	36	81	54	0	172	5	25	
	%	100.00%	88.47%	03.29%	08.24%	01.00%	00.00%	00.01%	00.05%	00.08%	00.05%	00.08%	00.17%	00.12%	00.00%	00.37%	00.01%	00.05%	
<b>Internal Competitive Promotions</b>																			
Vacancy Announcements	#	2,522																	
Relevant Applicant Pool	#	100.00%	83.83%	3.83%	12.34%	1.96%	0.00%	0.03%	0.13%	0.12%	0.10%	0.15%	0.27%	0.15%	0.02%	0.91%	0.01%	100.00%	
Internal Applications	#	68,479	32,688	30,123	5,668	2,934	24	535	303	111	87	208	113	136	3	1,386	0	28	
	%	100.00%	47.73%	43.99%	8.28%	4.28%	0.04%	0.78%	0.44%	0.16%	0.13%	0.30%	0.17%	0.20%	0.00%	2.02%	0.00%	0.04%	
Qualified Internal Applicants	#	31,291	14,537	14,334	2,420	1,187	7	208	125	38	32	92	56	60	1	562	0	6	
	%	100.00%	46.46%	45.81%	7.73%	3.79%	0.02%	0.66%	0.40%	0.12%	0.10%	0.29%	0.18%	0.19%	0.00%	1.80%	0.00%	0.02%	
Referred Applicants	#	28,938	13,354	13,360	2,224	1,093	7	194	113	35	30	84	55	54	1	515	0	5	
	%	100.00%	46.15%	46.17%	7.69%	3.78%	0.02%	0.67%	0.39%	0.12%	0.10%	0.29%	0.19%	0.19%	0.00%	1.78%	0.00%	0.02%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Internal Selections	#	5,851	5,128	164	559	90	1	1	3	2	0	8	10	5	0	51	3	6	
	%	100.00%	87.64%	02.80%	09.55%	01.54%	00.02%	00.02%	00.05%	00.03%	00.00%	00.14%	00.17%	00.09%	00.00%	00.87%	00.05%	00.10%	
<b>New Hires</b>																			
Vacancy Announcements	#	1,004																	

**Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent and Temporary Workforce - SEP - FY2019**

All VA  Senior Grade Levels		TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Voluntarily Identified Applicants	#	46,452	25,128	18,358	2,966	1,603	27	261	195	58	48	120	44	153	3	679	7	8	
	%	100.00%	54.09%	39.52%	6.39%	3.45%	0.06%	0.56%	0.42%	0.12%	0.10%	0.26%	0.09%	0.33%	0.01%	1.46%	0.02%	0.02%	
Qualified External Applicants	#	24,067	13,138	9,524	1,405	764	11	122	103	33	36	67	24	70	2	288	6	2	
	%	100.00%	54.59%	39.57%	5.84%	3.17%	0.05%	0.51%	0.43%	0.14%	0.15%	0.28%	0.10%	0.29%	0.01%	1.20%	0.02%	0.01%	
Referred Applicants	#	15,312	8,248	6,133	931	515	3	90	70	19	31	40	15	47	2	193	3	2	
	%	100.00%	53.87%	40.05%	6.08%	3.36%	0.02%	0.59%	0.46%	0.12%	0.20%	0.26%	0.10%	0.31%	0.01%	1.26%	0.02%	0.01%	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	3,437	2,695	456	286	32	0	3	6	1	2	4	1	2	0	13	0	0	
	%	100.00%	78.41%	13.27%	8.32%	0.93%	0.00%	0.09%	0.17%	0.03%	0.06%	0.12%	0.03%	0.06%	0.00%	0.38%	0.00%	0.00%	
<b>Career Developmental Program</b>																			
Slots for Career Development Program	#																		
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and manila residents. The Relevant Applicant Pool for SES or Equivalent are those that are in a grade 15. The Relevant Applicant Pool for Grade 15 or Equivalent are those that are in a grade 14. The Relevant Applicant Pool for Grade 14 or Equivalent are those that are in a grade 13. The Relevant Applicant Pool for Grade 13 or Equivalent are those that are in a grade 12. Percentages are based on row totals. Row category totals may not match from Table A and Table B due to missing gender data. \*\*\* This data is not available.

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Upward Mobility To Management Positions</b>	%	100.00%	33.73%	66.27%	02.40%	03.73%	22.02%	39.22%	04.13%	13.30%	04.39%	08.39%	00.12%	00.24%	00.50%	01.05%	00.17%	00.34%
<b>Total Management</b>	#	38,149	18,578	19,571	1,312	1,135	12,352	12,365	3,433	4,494	1,134	1,200	53	68	230	232	64	77
	%	100.01%	48.70%	51.31%	03.44%	02.98%	32.38%	32.41%	09.00%	11.78%	02.97%	03.15%	00.14%	00.18%	00.60%	00.61%	00.17%	00.20%
<b>Executives</b>	#	6,584	4,091	2,493	231	120	2,979	1,640	255	305	563	384	7	7	47	29	9	8
	%	100.00%	62.14%	37.86%	03.51%	01.82%	45.25%	24.91%	03.87%	04.63%	08.55%	05.83%	00.11%	00.11%	00.71%	00.44%	00.14%	00.12%
<b>GS-A/0</b>	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/15</b>	#	1,413	823	590	37	19	656	406	91	124	22	32	2	2	10	3	5	4
	%	99.99%	58.25%	41.74%	02.62%	01.34%	46.43%	28.73%	06.44%	08.78%	01.56%	02.26%	00.14%	00.14%	00.71%	00.21%	00.35%	00.28%
<b>GM-B/15</b>	#	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>ES-E/0</b>	#	330	205	125	8	1	164	94	26	20	4	5	0	1	2	2	1	2
	%	100.00%	62.12%	37.88%	02.42%	00.30%	49.70%	28.48%	07.88%	06.06%	01.21%	01.52%	00.00%	00.30%	00.61%	00.61%	00.30%	00.61%
<b>ES-E/0</b>	#	29	20	9	0	0	15	6	5	1	0	0	0	1	0	1	0	0
	%	100.00%	68.96%	31.04%	00.00%	00.00%	51.72%	20.69%	17.24%	03.45%	00.00%	00.00%	00.00%	03.45%	00.00%	03.45%	00.00%	00.00%
<b>WS-3/15</b>	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	85.71%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>WS-3/16</b>	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>VM-J/15</b>	#	3,877	2,542	1,335	165	80	1,752	816	112	120	476	302	4	3	31	14	2	0
	%	100.01%	65.57%	34.44%	04.26%	02.06%	45.19%	21.05%	02.89%	03.10%	12.28%	07.79%	00.10%	00.08%	00.80%	00.36%	00.05%	00.00%
<b>VN-K/15</b>	#	216	25	191	1	9	20	148	1	26	0	4	0	0	2	3	1	1
	%	100.00%	11.57%	88.43%	00.46%	04.17%	09.26%	68.52%	00.46%	12.04%	00.00%	01.85%	00.00%	00.00%	00.93%	01.39%	00.46%	00.46%

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
AD-L/15	#	560	369	191	14	7	290	135	8	6	56	37	0	0	1	6	0	0
	%	100.01%	65.90%	34.11%	02.50%	01.25%	51.79%	24.11%	01.43%	01.07%	10.00%	06.61%	00.00%	00.00%	00.18%	01.07%	00.00%	00.00%
VP-P/15	#	48	29	19	0	1	26	15	0	0	3	3	0	0	0	0	0	0
	%	100.00%	60.42%	39.58%	00.00%	02.08%	54.17%	31.25%	00.00%	00.00%	06.25%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/15	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EX-W/0	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/15	#	31	19	12	0	0	15	6	2	4	0	1	1	0	1	0	0	1
	%	100.01%	61.30%	38.71%	00.00%	00.00%	48.39%	19.35%	06.45%	12.90%	00.00%	03.23%	03.23%	00.00%	03.23%	00.00%	00.00%	03.23%
VC-U/16	#	35	27	8	4	1	17	3	5	4	1	0	0	0	0	0	0	0
	%	100.01%	77.15%	22.86%	11.43%	02.86%	48.57%	08.57%	14.29%	11.43%	02.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/17	#	9	4	5	1	2	1	3	2	0	0	0	0	0	0	0	0	0
	%	99.99%	44.44%	55.55%	11.11%	22.22%	11.11%	33.33%	22.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/18	#	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	50.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/19	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/20	#	10	7	3	0	0	6	3	0	0	1	0	0	0	0	0	0	0
	%	100.00%	70.00%	30.00%	00.00%	00.00%	60.00%	30.00%	00.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Internal Competitive Promotions

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.01%	40.26%	59.75%	02.44%	03.12%	29.92%	40.07%	05.30%	12.30%	01.87%	03.22%	00.06%	00.17%	00.52%	00.68%	00.15%	00.19%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	449	245	204	10	8	188	111	32	74	10	10	1	0	3	1	1	0
	%	100.00%	54.57%	45.43%	02.23%	01.78%	41.87%	24.72%	07.13%	16.48%	02.23%	02.23%	00.22%	00.00%	00.67%	00.22%	00.22%	00.00%
<b>New Hires</b>																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	392	257	135	15	8	196	72	13	21	27	24	0	0	2	0	4	10

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
							male	female	male	female	male	female	male	female	male	female	male	female
%	100.01%	65.57%	34.44%	03.83%	02.04%	50.00%	18.37%	03.32%	05.36%	06.89%	06.12%	00.00%	00.00%	00.51%	00.00%	01.02%	02.55%	
<b>Managers</b>	#	14,354	5,777	8,577	350	448	4,294	5,752	761	1,766	269	462	8	24	74	98	21	27
	%	100.01%	40.26%	59.75%	02.44%	03.12%	29.92%	40.07%	05.30%	12.30%	01.87%	03.22%	00.06%	00.17%	00.52%	00.68%	00.15%	00.19%
<b>GS-A/13</b>	#	6,247	3,091	3,156	188	188	2,273	2,055	435	682	134	172	4	7	44	41	13	11
	%	100.01%	49.48%	50.53%	03.01%	03.01%	36.39%	32.90%	06.96%	10.92%	02.15%	02.75%	00.06%	00.11%	00.70%	00.66%	00.21%	00.18%
<b>GS-A/14</b>	#	3,534	1,847	1,687	98	79	1,419	1,237	216	275	83	62	4	6	20	24	7	4
	%	99.99%	52.26%	47.73%	02.77%	02.24%	40.15%	35.00%	06.11%	07.78%	02.35%	01.75%	00.11%	00.17%	00.57%	00.68%	00.20%	00.11%
<b>GM-B/13</b>	#	7	3	4	0	0	3	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	57.14%	00.00%	00.00%	42.86%	57.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GM-B/14</b>	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>WS-3/13</b>	#	25	25	0	2	0	20	0	3	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	08.00%	00.00%	80.00%	00.00%	12.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>WS-3/14</b>	#	23	23	0	2	0	18	0	2	0	1	0	0	0	0	0	0	0
	%	100.01%	100.01%	00.00%	08.70%	00.00%	78.26%	00.00%	08.70%	00.00%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>VN-K/13</b>	#	3,511	599	2,912	51	134	413	1,888	83	645	44	198	0	11	7	26	1	10
	%	99.98%	17.05%	82.93%	01.45%	03.82%	11.76%	53.77%	02.36%	18.37%	01.25%	05.64%	00.00%	00.31%	00.20%	00.74%	00.03%	00.28%
<b>VN-K/14</b>	#	878	122	756	5	42	95	524	14	156	6	27	0	0	2	5	0	2
	%	100.00%	13.89%	86.11%	00.57%	04.78%	10.82%	59.68%	01.59%	17.77%	00.68%	03.08%	00.00%	00.00%	00.23%	00.57%	00.00%	00.23%
<b>AD-M/13</b>	#	18	3	15	0	1	3	11	0	1	0	2	0	0	0	0	0	0
	%	100.01%	16.67%	83.34%	00.00%	05.56%	16.67%	61.11%	00.00%	05.56%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>AD-M/14</b>	#	7	1	6	0	1	1	4	0	1	0	0	0	0	0	0	0	0
	%	100.01%	14.29%	85.72%	00.00%	14.29%	14.29%	57.14%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>VP-P/13</b>	#	10	8	2	0	0	8	2	0	0	0	0	0	0	0	0	0	0

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	80.00%	20.00%	00.00%	00.00%	80.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/14	#	30	14	16	0	0	12	15	0	0	1	1	0	0	1	0	0	0
	%	99.99%	46.66%	53.33%	00.00%	00.00%	40.00%	50.00%	00.00%	00.00%	03.33%	03.33%	00.00%	00.00%	03.33%	00.00%	00.00%	00.00%
AD-Q/13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/13	#	32	21	11	2	2	14	5	5	2	0	0	0	0	0	2	0	0
	%	100.01%	65.63%	34.38%	06.25%	06.25%	43.75%	15.63%	15.63%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%
VC-U/14	#	30	18	12	2	1	14	7	2	4	0	0	0	0	0	0	0	0
	%	100.00%	60.01%	39.99%	06.67%	03.33%	46.67%	23.33%	06.67%	13.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	99.98%	50.60%	49.38%	04.25%	03.29%	29.51%	28.89%	14.04%	14.08%	01.75%	02.06%	00.22%	00.21%	00.63%	00.61%	00.20%	00.24%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,895	1,460	1,435	89	83	1,057	919	215	323	57	55	8	9	27	37	7	9
	%	100.00%	50.43%	49.57%	03.07%	02.87%	36.51%	31.74%	07.43%	11.16%	01.97%	01.90%	00.28%	00.31%	00.93%	01.28%	00.24%	00.31%
<b>New Hires</b>																		

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Vacancy Announcements</b>	#																	
<b>Voluntarily Identified Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Qualified External Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Referred Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Interviewed Applicants</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>External Selections</b>	#	400	266	134	19	8	161	75	37	25	23	15	0	0	3	6	23	5
	%	100.00%	66.50%	33.50%	04.75%	02.00%	40.25%	18.75%	09.25%	06.25%	05.75%	03.75%	00.00%	00.00%	00.75%	01.50%	05.75%	01.25%
<b>Supervisors</b>	#	17,211	8,710	8,501	731	567	5,079	4,973	2,417	2,423	302	354	38	37	109	105	34	42
	%	99.98%	50.60%	49.38%	04.25%	03.29%	29.51%	28.89%	14.04%	14.08%	01.75%	02.06%	00.22%	00.21%	00.63%	00.61%	00.20%	00.24%
<b>GS-A/4</b>	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/5</b>	#	22	13	9	3	1	5	5	5	2	0	1	0	0	0	0	0	0
	%	100.02%	59.10%	40.92%	13.64%	04.55%	22.73%	22.73%	22.73%	09.09%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/6</b>	#	75	37	38	2	3	18	12	17	21	0	1	0	0	0	1	0	0
	%	100.00%	49.34%	50.66%	02.67%	04.00%	24.00%	16.00%	22.67%	28.00%	00.00%	01.33%	00.00%	00.00%	00.00%	01.33%	00.00%	00.00%
<b>GS-A/7</b>	#	586	269	317	20	17	135	150	98	133	10	5	1	3	3	5	2	4
	%	99.99%	45.90%	54.09%	03.41%	02.90%	23.04%	25.60%	16.72%	22.70%	01.71%	00.85%	00.17%	00.51%	00.51%	00.85%	00.34%	00.68%
<b>GS-A/8</b>	#	1,701	798	903	78	75	419	429	250	350	29	24	3	9	12	9	7	7
	%	100.01%	46.92%	53.09%	04.59%	04.41%	24.63%	25.22%	14.70%	20.58%	01.70%	01.41%	00.18%	00.53%	00.71%	00.53%	00.41%	00.41%
<b>GS-A/9</b>	#	1,350	629	721	71	54	362	393	148	234	34	23	4	3	4	11	6	3

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	99.98%	46.59%	53.39%	05.26%	04.00%	26.81%	29.11%	10.96%	17.33%	02.52%	01.70%	00.30%	00.22%	00.30%	00.81%	00.44%	00.22%
GS-A/10	#	401	203	198	16	13	124	134	46	38	12	10	2	0	2	2	1	1
	%	100.00%	50.62%	49.38%	03.99%	03.24%	30.92%	33.42%	11.47%	09.48%	02.99%	02.49%	00.50%	00.00%	00.50%	00.50%	00.25%	00.25%
GS-A/11	#	2,360	1,126	1,234	107	84	715	744	253	327	32	53	5	3	12	17	2	6
	%	100.01%	47.71%	52.30%	04.53%	03.56%	30.30%	31.53%	10.72%	13.86%	01.36%	02.25%	00.21%	00.13%	00.51%	00.72%	00.08%	00.25%
GS-A/12	#	4,939	2,135	2,804	165	196	1,436	1,846	396	613	84	99	7	11	40	32	7	7
	%	99.99%	43.22%	56.77%	03.34%	03.97%	29.07%	37.38%	08.02%	12.41%	01.70%	02.00%	00.14%	00.22%	00.81%	00.65%	00.14%	00.14%
WG-1/2	#	7	7	0	0	0	2	0	5	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	28.57%	00.00%	71.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/3	#	3	3	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	33.33%	00.00%	00.00%	00.00%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/4	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/5	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/6	#	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	25.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/7	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/9	#	3	3	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	99.99%	99.99%	00.00%	33.33%	00.00%	33.33%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/10	#	5	4	1	0	0	1	1	2	0	1	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	00.00%	00.00%	20.00%	20.00%	40.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/11	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
WL-2/1	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
WL-2/2	#	363	324	39	22	1	131	21	159	15	5	0	1	0	6	1	0	1
	%	100.02%	89.26%	10.76%	06.06%	00.28%	36.09%	05.79%	43.80%	04.13%	01.38%	00.00%	00.28%	00.00%	01.65%	00.28%	00.00%	00.28%
WL-2/3	#	89	73	16	1	0	31	7	38	9	3	0	0	0	0	0	0	
	%	100.00%	82.02%	17.98%	01.12%	00.00%	34.83%	07.87%	42.70%	10.11%	03.37%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
WL-2/4	#	41	23	18	2	1	10	11	11	6	0	0	0	0	0	0	0	
	%	100.00%	56.10%	43.90%	04.88%	02.44%	24.39%	26.83%	26.83%	14.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
WL-2/5	#	42	37	5	5	1	14	1	17	3	0	0	0	0	1	0	0	
	%	99.99%	88.09%	11.90%	11.90%	02.38%	33.33%	02.38%	40.48%	07.14%	00.00%	00.00%	00.00%	00.00%	02.38%	00.00%	00.00%	
WL-2/6	#	60	56	4	1	0	24	3	28	1	1	0	0	0	2	0	0	
	%	100.01%	93.34%	06.67%	01.67%	00.00%	40.00%	05.00%	46.67%	01.67%	01.67%	00.00%	00.00%	00.00%	03.33%	00.00%	00.00%	
WL-2/7	#	21	20	1	2	0	11	0	7	1	0	0	0	0	0	0	0	
	%	99.99%	95.23%	04.76%	09.52%	00.00%	52.38%	00.00%	33.33%	04.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
WL-2/8	#	62	62	0	7	0	42	0	12	0	1	0	0	0	0	0	0	
	%	99.99%	99.99%	00.00%	11.29%	00.00%	67.74%	00.00%	19.35%	00.00%	01.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
WL-2/9	#	32	31	1	5	0	21	1	5	0	0	0	0	0	0	0	0	
	%	100.02%	96.89%	03.13%	15.63%	00.00%	65.63%	03.13%	15.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
WL-2/10	#	133	130	3	6	0	98	3	20	0	1	0	3	0	2	0	0	
	%	100.00%	97.74%	02.26%	04.51%	00.00%	73.68%	02.26%	15.04%	00.00%	00.75%	00.00%	02.26%	00.00%	01.50%	00.00%	00.00%	
WL-2/11	#	25	24	1	2	0	16	1	6	0	0	0	0	0	0	0	0	
	%	100.00%	96.00%	04.00%	08.00%	00.00%	64.00%	04.00%	24.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
WS-3/1	#	36	33	3	2	0	18	2	13	1	0	0	0	0	0	0	0	
	%	100.01%	91.67%	08.34%	05.56%	00.00%	50.00%	05.56%	36.11%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
WS-3/2	#	886	740	146	46	7	248	45	427	89	5	1	2	1	9	2	3	1

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	83.52%	16.48%	05.19%	00.79%	27.99%	05.08%	48.19%	10.05%	00.56%	00.11%	00.23%	00.11%	01.02%	00.23%	00.34%	00.11%
WS-3/3	#	329	224	105	22	2	98	42	95	57	3	2	2	0	1	1	3	1
	%	100.01%	68.09%	31.92%	06.69%	00.61%	29.79%	12.77%	28.88%	17.33%	00.91%	00.61%	00.61%	00.00%	00.30%	00.30%	00.91%	00.30%
WS-3/4	#	172	126	46	16	2	46	13	56	29	5	0	1	0	2	1	0	1
	%	99.99%	73.25%	26.74%	09.30%	01.16%	26.74%	07.56%	32.56%	16.86%	02.91%	00.00%	00.58%	00.00%	01.16%	00.58%	00.00%	00.58%
WS-3/5	#	134	108	26	6	0	46	6	52	17	2	0	0	0	2	1	0	2
	%	100.01%	80.60%	19.41%	04.48%	00.00%	34.33%	04.48%	38.81%	12.69%	01.49%	00.00%	00.00%	00.00%	01.49%	00.75%	00.00%	01.49%
WS-3/6	#	122	100	22	9	1	44	8	43	13	1	0	2	0	0	0	1	0
	%	100.02%	81.98%	18.04%	07.38%	00.82%	36.07%	06.56%	35.25%	10.66%	00.82%	00.00%	01.64%	00.00%	00.00%	00.00%	00.82%	00.00%
WS-3/7	#	71	62	9	7	2	33	4	20	3	1	0	1	0	0	0	0	0
	%	100.01%	87.33%	12.68%	09.86%	02.82%	46.48%	05.63%	28.17%	04.23%	01.41%	00.00%	01.41%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/8	#	134	120	14	10	1	84	3	22	9	1	0	0	0	3	0	0	1
	%	100.02%	89.56%	10.46%	07.46%	00.75%	62.69%	02.24%	16.42%	06.72%	00.75%	00.00%	00.00%	00.00%	02.24%	00.00%	00.00%	00.75%
WS-3/9	#	178	174	4	17	0	126	2	29	2	0	0	0	0	2	0	0	0
	%	99.99%	97.75%	02.24%	09.55%	00.00%	70.79%	01.12%	16.29%	01.12%	00.00%	00.00%	00.00%	00.00%	01.12%	00.00%	00.00%	00.00%
WS-3/10	#	360	354	6	22	1	272	3	48	2	9	0	0	0	2	0	1	0
	%	100.01%	98.34%	01.67%	06.11%	00.28%	75.56%	00.83%	13.33%	00.56%	02.50%	00.00%	00.00%	00.00%	00.56%	00.00%	00.28%	00.00%
WS-3/11	#	63	62	1	4	0	47	0	7	1	3	0	0	0	1	0	0	0
	%	100.00%	98.41%	01.59%	06.35%	00.00%	74.60%	00.00%	11.11%	01.59%	04.76%	00.00%	00.00%	00.00%	01.59%	00.00%	00.00%	00.00%
WS-3/12	#	24	23	1	2	0	20	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	95.83%	04.17%	08.33%	00.00%	83.33%	04.17%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-5/2	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-5/4	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NL-6/3	#	8	1	7	0	0	1	3	0	2	0	1	0	0	0	1	0	0
	%	100.00%	12.50%	87.50%	00.00%	00.00%	12.50%	37.50%	00.00%	25.00%	00.00%	12.50%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%
NL-6/4	#	10	1	9	0	1	1	3	0	4	0	1	0	0	0	0	0	0
	%	100.00%	10.00%	90.00%	00.00%	10.00%	10.00%	30.00%	00.00%	40.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/5	#	10	5	5	2	0	1	1	2	4	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	20.00%	00.00%	10.00%	10.00%	20.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/6	#	4	3	1	0	0	1	0	1	1	1	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	25.00%	00.00%	25.00%	25.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/7	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	50.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/3	#	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/4	#	19	8	11	3	5	0	3	4	3	1	0	0	0	0	0	0	0
	%	100.00%	42.10%	57.90%	15.79%	26.32%	00.00%	15.79%	21.05%	15.79%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/5	#	9	1	8	0	3	0	3	0	2	1	0	0	0	0	0	0	0
	%	99.99%	11.11%	88.88%	00.00%	33.33%	00.00%	33.33%	00.00%	22.22%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/6	#	18	6	12	1	0	1	7	2	4	1	1	0	0	1	0	0	0
	%	100.02%	33.35%	66.67%	05.56%	00.00%	05.56%	38.89%	11.11%	22.22%	05.56%	05.56%	00.00%	00.00%	05.56%	00.00%	00.00%	00.00%
NS-7/7	#	5	3	2	0	1	3	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	00.00%	20.00%	60.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/8	#	111	23	88	0	2	19	59	2	20	2	5	0	1	0	0	0	1
	%	99.99%	20.72%	79.27%	00.00%	01.80%	17.12%	53.15%	01.80%	18.02%	01.80%	04.50%	00.00%	00.90%	00.00%	00.00%	00.00%	00.90%
VN-K/11	#	1,719	363	1,356	32	70	249	831	31	319	46	109	3	5	2	19	0	3
	%	100.00%	21.12%	78.88%	01.86%	04.07%	14.49%	48.34%	01.80%	18.56%	02.68%	06.34%	00.17%	00.29%	00.12%	01.11%	00.00%	00.17%
VN-K/12	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/8	#	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	25.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/11	#	24	4	20	0	0	3	15	0	4	1	1	0	0	0	0	0	0
	%	100.01%	16.67%	83.34%	00.00%	00.00%	12.50%	62.50%	00.00%	16.67%	04.17%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/12	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/12	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/1	#	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/2	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/3	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/4	#	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/5	#	7	2	5	0	0	1	3	1	2	0	0	0	0	0	0	0	0
	%	100.01%	28.58%	71.43%	00.00%	00.00%	14.29%	42.86%	14.29%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/6	#	8	2	6	0	0	2	3	0	3	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	25.00%	37.50%	00.00%	37.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/7	#	3	0	3	0	1	0	1	0	0	0	0	0	1	0	0	0	0
	%	99.99%	00.00%	99.99%	00.00%	33.33%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%
VC-U/8	#	84	14	70	0	4	11	38	1	22	1	5	1	0	0	1	0	0
	%	100.00%	16.67%	83.33%	00.00%	04.76%	13.10%	45.24%	01.19%	26.19%	01.19%	05.95%	01.19%	00.00%	00.00%	01.19%	00.00%	00.00%

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
VC-U/9	#	36	10	26	1	2	7	13	1	8	1	2	0	0	0	0	0	1
	%	100.01%	27.78%	72.23%	02.78%	05.56%	19.44%	36.11%	02.78%	22.22%	02.78%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%
VC-U/10	#	62	24	38	2	2	15	24	6	10	1	1	0	0	0	1	0	0
	%	100.00%	38.71%	61.29%	03.23%	03.23%	24.19%	38.71%	09.68%	16.13%	01.61%	01.61%	00.00%	00.00%	00.00%	01.61%	00.00%	00.00%
VC-U/11	#	154	64	90	6	8	37	51	18	24	2	6	0	0	0	0	1	1
	%	100.01%	41.57%	58.44%	03.90%	05.19%	24.03%	33.12%	11.69%	15.58%	01.30%	03.90%	00.00%	00.00%	00.00%	00.00%	00.65%	00.65%
VC-U/12	#	45	25	20	4	1	15	11	5	6	1	1	0	0	0	0	0	1
	%	99.98%	55.55%	44.43%	08.89%	02.22%	33.33%	24.44%	11.11%	13.33%	02.22%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%	02.22%
AL-C/3	#	11	4	7	0	1	3	5	1	1	0	0	0	0	0	0	0	0
	%	99.99%	36.36%	63.63%	00.00%	09.09%	27.27%	45.45%	09.09%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.02%	38.36%	61.66%	03.15%	03.94%	22.07%	33.99%	09.16%	16.83%	02.98%	05.23%	00.18%	00.26%	00.58%	00.98%	00.24%	00.43%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,829	2,926	2,903	221	191	1,703	1,683	833	829	88	132	19	16	48	31	14	21
	%	99.99%	50.20%	49.79%	03.79%	03.28%	29.22%	28.87%	14.29%	14.22%	01.51%	02.26%	00.33%	00.27%	00.82%	00.53%	00.24%	00.36%
<b>New Hires</b>																		

**Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,477	672	805	39	53	392	445	169	196	30	44	6	3	6	14	30	50
	%	100.01%	45.50%	54.51%	02.64%	03.59%	26.54%	30.13%	11.44%	13.27%	02.03%	02.98%	00.41%	00.20%	00.41%	00.95%	02.03%	03.39%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

The Executives include grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Managers include grades 13 and 14. Supervisors include grades 1 to 12. These categories also include a supervisory level greater than 0.

The Upward Mobility benchmark focuses on the occupations within an agency that have career advancement potential to the executive level. It is calculated using Table 6 (Mission Critical Occupations).

The relevant applicant pool consists of employees that make up the applicant pool. For example, the relevant applicant pool for executives is managers.

Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HRSmart.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

\*\*\* This data is not available.



**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA Management Positions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
<b>501 Goal</b>	%				<b>12.00%</b>	<b>2.00%</b>												
<b>Total Management</b>	#	38,152	32,306	1,354	4,492	683	0	15	27	45	41	40	95	57	11	331	6	15
	%	100.01%	84.68%	03.55%	11.77%	01.79%	00.00%	00.04%	00.07%	00.12%	00.11%	00.10%	00.25%	00.15%	00.03%	00.87%	00.02%	00.04%
<b>Executives</b>	#	6,584	5,986	184	414	50	0	1	1	4	9	4	13	9	0	9	0	0
	%	100.00%	90.92%	02.79%	06.29%	00.76%	00.00%	00.02%	00.02%	00.06%	00.14%	00.06%	00.20%	00.14%	00.00%	00.14%	00.00%	00.00%
<b>GS-A/0</b>	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GS-A/15</b>	#	1,413	1,226	65	122	15	0	1	1	3	2	0	3	2	0	3	0	0
	%	100.00%	86.77%	04.60%	08.63%	01.06%	00.00%	00.07%	00.07%	00.21%	00.14%	00.00%	00.21%	00.14%	00.00%	00.21%	00.00%	00.00%
<b>GM-B/15</b>	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>ES-E/0</b>	#	330	295	10	25	2	0	0	0	0	1	0	0	0	0	1	0	0
	%	100.00%	89.39%	03.03%	07.58%	00.61%	00.00%	00.00%	00.00%	00.00%	00.30%	00.00%	00.00%	00.00%	00.00%	00.30%	00.00%	00.00%
<b>ES-E/0</b>	#	29	26	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.66%	06.90%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>WS-3/15</b>	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>WS-3/16</b>	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>VM-J/15</b>	#	3,877	3,578	85	214	30	0	0	0	1	6	4	9	5	0	5	0	0
	%	100.00%	92.29%	02.19%	05.52%	00.77%	00.00%	00.00%	00.00%	00.03%	00.15%	00.10%	00.23%	00.13%	00.00%	00.13%	00.00%	00.00%
<b>VN-K/15</b>	#	216	196	2	18	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	90.74%	00.93%	08.33%	00.46%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.46%	00.00%	00.00%	00.00%	00.00%
<b>AD-L/15</b>	#	560	521	13	26	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	93.04%	02.32%	04.64%	00.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.18%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>VP-P/15</b>	#	48	47	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	97.92%	00.00%	02.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/15	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/15	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EX-W/0	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/15	#	31	24	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.42%	12.90%	09.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/16	#	35	31	1	3	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	88.57%	02.86%	08.57%	02.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.86%	00.00%	00.00%	00.00%	00.00%
VC-U/17	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/18	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/19	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/20	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.00%	87.05%	03.09%	09.86%	01.34%	00.00%	00.03%	00.06%	00.16%	00.11%	00.06%	00.29%	00.13%	00.00%	00.47%	00.01%	00.03%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA Management Positions	TOTAL	Total by Disability Status					Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Internal Selections	#	449	405	18	26	3	0	0	0	1	0	0	0	0	0	2	0	0	
	%	100.00%	90.20%	04.01%	05.79%	00.67%	00.00%	00.00%	00.00%	00.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.45%	00.00%	00.00%	
<b>New Hires</b>																			
Vacancy Announcements	#																		
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	392	329	44	19	1	0	0	0	0	0	0	0	1	0	0	0	0	
	%	100.00%	83.93%	11.22%	04.85%	00.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.26%	00.00%	00.00%	00.00%	00.00%	
Managers	#	14,354	12,495	444	1,415	192	0	4	8	23	16	9	41	18	0	67	1	5	
	%	100.00%	87.05%	03.09%	09.86%	01.34%	00.00%	00.03%	00.06%	00.16%	00.11%	00.06%	00.29%	00.13%	00.00%	00.47%	00.01%	00.03%	
GS-A/13	#	6,247	5,252	241	754	113	0	0	3	13	10	4	30	10	0	39	1	3	
	%	100.00%	84.07%	03.86%	12.07%	01.81%	00.00%	00.00%	00.05%	00.21%	00.16%	00.06%	00.48%	00.16%	00.00%	00.62%	00.02%	00.05%	
GS-A/14	#	3,534	3,072	125	337	44	0	3	3	6	4	2	10	2	0	14	0	0	
	%	100.00%	86.93%	03.54%	09.54%	01.25%	00.00%	00.08%	00.08%	00.17%	00.11%	00.06%	00.28%	00.06%	00.00%	00.40%	00.00%	00.00%	

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
GM-B/13	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GM-B/14	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/13	#	25	20	2	3	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	80.00%	08.00%	12.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%
WS-3/14	#	23	21	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.30%	00.00%	08.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/13	#	3,511	3,216	55	240	23	0	1	0	1	2	2	1	4	0	11	0	1
	%	100.00%	91.60%	01.57%	06.84%	00.66%	00.00%	00.03%	00.00%	00.03%	00.06%	00.06%	00.03%	00.11%	00.00%	00.31%	00.00%	00.03%
VN-K/14	#	878	795	15	68	9	0	0	2	2	0	1	0	1	0	3	0	0
	%	100.00%	90.55%	01.71%	07.74%	01.03%	00.00%	00.00%	00.23%	00.23%	00.00%	00.11%	00.00%	00.11%	00.00%	00.34%	00.00%	00.00%
AD-M/13	#	18	17	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.44%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/14	#	7	3	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	28.57%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/13	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/14	#	30	28	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.33%	03.33%	03.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/13	#	32	27	2	3	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	84.38%	06.25%	09.38%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%	00.00%	00.00%	00.00%	00.00%
VC-U/14	#	30	26	0	4	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	86.67%	00.00%	13.33%	03.33%	00.00%	00.00%	00.00%	03.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Internal Competitive Promotions</b>																		

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA Management Positions		TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Vacancy Announcements	#																		
Relevant Applicant Pool	%	100.00%	80.31%	04.22%	15.47%	02.56%	00.00%	00.06%	00.10%	00.10%	00.09%	00.16%	00.24%	00.17%	00.06%	01.48%	00.03%	00.06%	
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Internal Selections	#	2,895	2,438	91	366	55	0	2	2	4	1	3	8	3	0	31	1	0	
	%	100.00%	84.21%	03.14%	12.64%	01.90%	00.00%	00.07%	00.07%	00.14%	00.03%	00.10%	00.28%	00.10%	00.00%	01.07%	00.03%	00.00%	
<b>New Hires</b>																			
Vacancy Announcements	#																		
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	400	285	70	45	7	0	3	0	0	0	2	0	0	0	2	0	0	
	%	100.00%	71.25%	17.50%	11.25%	01.75%	00.00%	00.75%	00.00%	00.00%	00.00%	00.50%	00.00%	00.00%	00.00%	00.50%	00.00%	00.00%	
Supervisors	#	17,214	13,825	726	2,663	441	0	10	18	18	16	27	41	30	11	255	5	10	

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	80.31%	04.22%	15.47%	02.56%	00.00%	00.06%	00.10%	00.10%	00.09%	00.16%	00.24%	00.17%	00.06%	01.48%	00.03%	00.06%
GS-A/4	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/5	#	22	15	1	6	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	68.18%	04.55%	27.27%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%
GS-A/6	#	75	56	4	15	2	0	0	0	0	0	0	0	1	0	1	0	0
	%	100.00%	74.67%	05.33%	20.00%	02.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.33%	00.00%	01.33%	00.00%	00.00%
GS-A/7	#	586	436	38	112	13	0	0	0	1	0	0	4	0	0	7	0	1
	%	100.00%	74.40%	06.48%	19.11%	02.22%	00.00%	00.00%	00.00%	00.17%	00.00%	00.00%	00.68%	00.00%	00.00%	01.19%	00.00%	00.17%
GS-A/8	#	1,701	1,383	72	246	39	0	0	2	1	1	3	8	4	0	20	0	0
	%	100.00%	81.31%	04.23%	14.46%	02.29%	00.00%	00.00%	00.12%	00.06%	00.06%	00.18%	00.47%	00.24%	00.00%	01.18%	00.00%	00.00%
GS-A/9	#	1,350	1,118	53	179	23	0	0	0	1	1	4	4	0	0	13	0	0
	%	100.00%	82.81%	03.93%	13.26%	01.70%	00.00%	00.00%	00.00%	00.07%	00.07%	00.30%	00.30%	00.00%	00.00%	00.96%	00.00%	00.00%
GS-A/10	#	401	356	9	36	3	0	0	0	0	1	0	0	2	0	0	0	0
	%	100.00%	88.78%	02.24%	08.98%	00.75%	00.00%	00.00%	00.00%	00.00%	00.25%	00.00%	00.00%	00.50%	00.00%	00.00%	00.00%	00.00%
GS-A/11	#	2,361	1,902	95	364	57	0	2	1	3	4	2	5	1	1	33	3	2
	%	100.00%	80.56%	04.02%	15.42%	02.41%	00.00%	00.08%	00.04%	00.13%	00.17%	00.08%	00.21%	00.04%	00.04%	01.40%	00.13%	00.08%
GS-A/12	#	4,939	4,038	206	695	105	0	4	3	7	8	7	12	8	2	52	0	2
	%	100.00%	81.76%	04.17%	14.07%	02.13%	00.00%	00.08%	00.06%	00.14%	00.16%	00.14%	00.24%	00.16%	00.04%	01.05%	00.00%	00.04%
WG-1/2	#	7	4	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	57.14%	00.00%	42.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/3	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/4	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/5	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
WG-1/6	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/7	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/9	#	3	1	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	33.33%	00.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	33.33%	00.00%	00.00%
WG-1/10	#	5	3	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	60.00%	20.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%
WG-1/11	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/1	#	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/2	#	363	193	28	142	39	0	0	3	1	0	5	0	3	2	24	1	0
	%	100.00%	53.17%	07.71%	39.12%	10.74%	00.00%	00.00%	00.83%	00.28%	00.00%	01.38%	00.00%	00.83%	00.55%	06.61%	00.28%	00.00%
WL-2/3	#	89	54	6	29	9	0	0	0	0	0	0	1	0	0	8	0	0
	%	100.00%	60.67%	06.74%	32.58%	10.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.12%	00.00%	00.00%	08.99%	00.00%	00.00%
WL-2/4	#	41	36	0	5	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	87.80%	00.00%	12.20%	02.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.44%	00.00%	00.00%	00.00%	00.00%
WL-2/5	#	42	32	1	9	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100.00%	76.19%	02.38%	21.43%	07.14%	00.00%	00.00%	02.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%	00.00%
WL-2/6	#	60	41	4	15	7	0	0	0	0	0	0	1	0	2	3	0	1
	%	100.00%	68.33%	06.67%	25.00%	11.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.67%	00.00%	03.33%	05.00%	00.00%	01.67%
WL-2/7	#	21	14	2	5	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	66.67%	09.52%	23.81%	04.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%	00.00%
WL-2/8	#	62	38	4	20	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	61.29%	06.45%	32.26%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.23%	00.00%	00.00%
WL-2/9	#	32	22	3	7	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	68.75%	09.38%	21.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/10	#	133	98	9	26	3	0	0	1	0	0	0	1	0	0	1	0	0
	%	100.00%	73.68%	06.77%	19.55%	02.26%	00.00%	00.00%	00.75%	00.00%	00.00%	00.00%	00.75%	00.00%	00.00%	00.75%	00.00%	00.00%
WL-2/11	#	25	20	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	12.00%	08.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/1	#	36	19	2	15	6	0	0	0	0	0	0	0	1	0	4	0	1
	%	100.00%	52.78%	05.56%	41.67%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%	11.11%	00.00%	02.78%
WS-3/2	#	886	554	45	287	68	0	3	2	2	0	2	2	2	2	51	0	2
	%	100.00%	62.53%	05.08%	32.39%	07.67%	00.00%	00.34%	00.23%	00.23%	00.00%	00.23%	00.23%	00.23%	00.23%	05.76%	00.00%	00.23%
WS-3/3	#	330	239	20	71	13	0	0	4	0	0	1	0	0	1	7	0	0
	%	100.00%	72.42%	06.06%	21.52%	03.94%	00.00%	00.00%	01.21%	00.00%	00.00%	00.30%	00.00%	00.00%	00.30%	02.12%	00.00%	00.00%
WS-3/4	#	172	125	14	33	6	0	1	0	0	0	0	1	0	0	4	0	0
	%	100.00%	72.67%	08.14%	19.19%	03.49%	00.00%	00.58%	00.00%	00.00%	00.00%	00.00%	00.58%	00.00%	00.00%	02.33%	00.00%	00.00%
WS-3/5	#	134	106	4	24	5	0	0	1	0	0	0	0	0	0	4	0	0
	%	100.00%	79.10%	02.99%	17.91%	03.73%	00.00%	00.00%	00.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.99%	00.00%	00.00%
WS-3/6	#	122	94	6	22	3	0	0	0	0	0	1	1	0	1	0	0	0
	%	100.00%	77.05%	04.92%	18.03%	02.46%	00.00%	00.00%	00.00%	00.00%	00.00%	00.82%	00.82%	00.00%	00.82%	00.00%	00.00%	00.00%
WS-3/7	#	71	59	1	11	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	83.10%	01.41%	15.49%	01.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.41%	00.00%	00.00%
WS-3/8	#	134	105	9	20	3	0	0	0	0	0	0	0	2	0	1	0	0
	%	100.00%	78.36%	06.72%	14.93%	02.24%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.49%	00.00%	00.75%	00.00%	00.00%
WS-3/9	#	178	148	4	26	3	0	0	0	0	0	0	1	0	0	2	0	0
	%	100.00%	83.15%	02.25%	14.61%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.56%	00.00%	00.00%	01.12%	00.00%	00.00%
WS-3/10	#	360	274	14	72	5	0	0	0	0	0	0	0	0	0	5	0	0
	%	100.00%	76.11%	03.89%	20.00%	01.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.39%	00.00%	00.00%
WS-3/11	#	63	49	4	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.78%	06.35%	15.87%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
WS-3/12	#	24	19	1	4	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	79.17%	04.17%	16.67%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-5/2	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-5/4	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/3	#	8	7	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	87.50%	00.00%	12.50%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%
NL-6/4	#	10	9	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	90.00%	00.00%	10.00%	10.00%	00.00%	00.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/5	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/6	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/7	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/3	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/4	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/5	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/6	#	18	16	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	05.56%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/7	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/8	#	111	102	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Management Positions	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
	%	100.00%	91.89%	01.80%	06.31%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/11	#	1,720	1,577	39	104	7	0	0	0	1	1	1	0	2	0	2	0	0
	%	100.00%	91.69%	02.27%	06.05%	00.41%	00.00%	00.00%	00.00%	00.06%	00.06%	00.06%	00.00%	00.12%	00.00%	00.12%	00.00%	00.00%
VN-K/12	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/8	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/11	#	24	23	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.83%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/12	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/12	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/1	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/2	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/3	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/4	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/5	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/6	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/7	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA Management Positions	TOTAL	Total by Disability Status					Detail for Targeted Disabilities											
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
VC-U/8	#	84	73	9	2	1	0	0	0	0	0	0	0	0	0	0	1	0
	%	100.00%	86.90%	10.71%	02.38%	01.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.19%	00.00%
VC-U/9	#	36	32	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	02.78%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/10	#	62	55	1	6	3	0	0	0	0	0	0	1	0	2	0	0	
	%	100.00%	88.71%	01.61%	09.68%	04.84%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.61%	00.00%	03.23%	00.00%	00.00%	
VC-U/11	#	154	137	7	10	3	0	0	0	0	1	0	2	0	0	0	0	
	%	100.00%	88.96%	04.55%	06.49%	01.95%	00.00%	00.00%	00.00%	00.00%	00.65%	00.00%	01.30%	00.00%	00.00%	00.00%	00.00%	
VC-U/12	#	45	38	2	5	1	0	0	0	0	0	0	0	0	1	0	0	
	%	100.00%	84.44%	04.44%	11.11%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.22%	00.00%	00.00%	
AL-C/3	#	11	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	90.91%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
<b>Internal Competitive Promotions</b>																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.00%	81.78%	04.53%	13.69%	02.59%	00.01%	00.07%	00.19%	00.12%	00.06%	00.14%	00.23%	00.17%	00.07%	01.44%	00.02%	00.06%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,829	4,528	286	1,015	190	0	6	8	0	4	13	12	17	7	117	0	6
	%	100.00%	77.68%	04.91%	17.41%	03.26%	00.00%	00.10%	00.14%	00.00%	00.07%	00.22%	00.21%	00.29%	00.12%	02.01%	00.00%	00.10%
<b>New Hires</b>																		

**Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA Management Positions		TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Vacancy Announcements	#																		
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
External Selections	#	1,481	1,140	167	174	43	0	3	8	2	0	0	0	2	0	28	0	0	
	%	100.00%	76.98%	11.28%	11.75%	02.90%	00.00%	00.20%	00.54%	00.14%	00.00%	00.00%	00.00%	00.14%	00.00%	01.89%	00.00%	00.00%	

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

The Executives include grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Managers include grades 13 and 14. Supervisors include grades 1 to 12. These categories also include a supervisory level greater than 0.

The relevant applicant pool consists of employees that make up the applicant pool. For example, the relevant applicant pool for executives is managers.

Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HRSmart.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

\*\*\* This data is not available.

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Recognition and Awards	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed
	All	male	female	male	female	White		Black or African American		male	female	male	female	male	female	male	female	
	#					male	female	male	female	male	female	male	female	male	female	male	female	
Permanent Workforce	#	382,070	150,499	231,571	12,150	14,681	88,248	129,248	34,942	62,361	11,378	19,178	658	967	2,221	3,591	902	1,545
	%	100.00%	39.40%	60.60%	03.18%	03.84%	23.10%	33.83%	09.15%	16.32%	02.98%	05.02%	00.17%	00.25%	00.58%	00.94%	00.24%	00.40%
<b>Time Off Awards</b>																		
Time-off Awards: 1-10 hours	#	35,441	16,234	19,207	1,419	1,244	10,604	12,094	3,074	4,326	704	983	68	82	289	382	76	96
	%	99.99%	45.80%	54.19%	04.00%	03.51%	29.92%	34.12%	08.67%	12.21%	01.99%	02.77%	00.19%	00.23%	00.82%	01.08%	00.21%	00.27%
Total Hours	#	194,748	92,350	102,398	7,712	6,013	59,898	63,753	18,206	24,545	3,848	4,657	434	479	1,745	2,364	507	587
Average Hours	#	5.49	5.69	5.33	5.43	4.83	5.65	5.27	5.92	5.67	5.47	4.74	6.38	5.84	6.04	6.19	6.67	6.11
Time-off Awards: 11-20 hours	#	1,961	820	1,141	93	99	543	677	114	228	48	96	4	7	12	27	6	7
	%	100.01%	41.81%	58.20%	04.74%	05.05%	27.69%	34.52%	05.81%	11.63%	02.45%	04.90%	00.20%	00.36%	00.61%	01.38%	00.31%	00.36%
Total Hours	#	29,637	12,608	17,029	1,396	1,515	8,383	10,131	1,788	3,480	725	1,362	52	84	192	353	72	104
Average Hours	#	15.11	15.38	14.92	15.01	15.30	15.44	14.96	15.68	15.26	15.10	14.19	13.00	12.00	16.00	13.07	12.00	14.86
Time-off Awards: 21-30 hours	#	656	263	393	15	42	188	249	45	70	13	17	0	0	2	13	0	2
	%	99.99%	40.09%	59.90%	02.29%	06.40%	28.66%	37.96%	06.86%	10.67%	01.98%	02.59%	00.00%	00.00%	00.30%	01.98%	00.00%	00.30%
Total Hours	#	15,972	6,409	9,563	360	1,014	4,601	6,054	1,091	1,723	309	415	0	0	48	309	0	48
Average Hours	#	24.35	24.37	24.33	24.00	24.14	24.47	24.31	24.24	24.61	23.77	24.41	0.00	0.00	24.00	23.77	0.00	24.00
Time-off Awards: 31-40 hours	#	242	95	147	6	10	74	98	10	29	3	6	0	1	2	2	0	1
	%	100.00%	39.26%	60.74%	02.48%	04.13%	30.58%	40.50%	04.13%	11.98%	01.24%	02.48%	00.00%	00.41%	00.83%	00.83%	00.00%	00.41%
Total Hours	#	9,043	3,548	5,495	216	392	2,748	3,681	392	1,065	112	205	0	40	80	80	0	32
Average Hours	#	37.37	37.35	37.38	36.00	39.20	37.14	37.56	39.20	36.72	37.33	34.17	0.00	40.00	40.00	40.00	0.00	32.00
Time-off Awards: 41 or more hours	#	34	19	15	1	2	12	9	4	2	2	2	0	0	0	0	0	0
	%	99.98%	55.87%	44.11%	02.94%	05.88%	35.29%	26.47%	11.76%	05.88%	05.88%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Hours	#	2,464	1,410	1,054	75	150	885	642	300	139	150	123	0	0	0	0	0	0

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Recognition and Awards		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Average Hours</b>	#	72.47	74.21	70.27	75.00	75.00	73.75	71.33	75.00	69.50	75.00	61.50	0.00	0.00	0.00	0.00	0.00	0.00
<b>Cash Awards</b>																		
<b>Cash Awards: \$500 and Under</b>	#	89,340	35,959	53,381	2,609	3,000	20,862	30,265	9,483	14,638	2,219	4,242	130	227	530	788	126	221
	%	99.99%	40.24%	59.75%	02.92%	03.36%	23.35%	33.88%	10.61%	16.38%	02.48%	04.75%	00.15%	00.25%	00.59%	00.88%	00.14%	00.25%
<b>Total Amount</b>	\$	28,441,653	11,378,714	17,062,939	866,853	1,000,024	6,513,821	9,485,753	2,994,919	4,712,090	754,420	1,454,118	41,096	72,414	170,804	266,464	36,802	72,077
<b>Average Amount</b>	\$	318.35	316.44	319.64	332.25	333.34	312.23	313.42	315.82	321.91	339.98	342.79	316.12	319.00	322.27	338.15	292.08	326.14
<b>Cash Awards: \$501-\$999</b>	#	109,699	40,088	69,611	3,501	4,405	24,543	42,471	8,532	16,555	2,636	4,753	171	245	554	938	151	244
	%	100.01%	36.55%	63.46%	03.19%	04.02%	22.37%	38.72%	07.78%	15.09%	02.40%	04.33%	00.16%	00.22%	00.51%	00.86%	00.14%	00.22%
<b>Total Amount</b>	\$	81,044,700	29,489,002	51,555,699	2,560,779	3,214,123	18,186,628	31,721,090	6,185,713	12,146,621	1,914,998	3,433,540	125,700	176,238	405,674	683,498	109,510	180,590
<b>Average Amount</b>	\$	738.79	735.61	740.63	731.44	729.65	741.01	746.89	725.00	733.71	726.48	722.39	735.09	719.34	732.26	728.68	725.23	740.12
<b>Cash Awards: \$1000-\$1999</b>	#	53,055	19,713	33,342	1,504	2,115	13,375	21,736	3,268	6,721	1,213	2,155	67	88	226	432	60	95
	%	100.01%	37.16%	62.85%	02.83%	03.99%	25.21%	40.97%	06.16%	12.67%	02.29%	04.06%	00.13%	00.17%	00.43%	00.81%	00.11%	00.18%
<b>Total Amount</b>	\$	62,505,986	23,359,631	39,146,355	1,855,898	2,613,477	15,894,802	25,554,878	3,731,132	7,691,805	1,457,331	2,570,677	81,520	103,754	266,355	504,764	72,594	107,002
<b>Average Amount</b>	\$	1,178.14	1,184.99	1,174.09	1,233.97	1,235.69	1,188.40	1,175.69	1,141.72	1,144.44	1,201.43	1,192.89	1,216.71	1,179.02	1,178.56	1,168.43	1,209.89	1,126.33
<b>Cash Awards: \$2000-\$2999</b>	#	4,601	1,895	2,706	123	163	1,434	1,828	204	507	104	153	2	7	25	44	3	4
	%	100.00%	41.18%	58.82%	02.67%	03.54%	31.17%	39.73%	04.43%	11.02%	02.26%	03.33%	00.04%	00.15%	00.54%	00.96%	00.07%	00.09%
<b>Total Amount</b>	\$	10,444,860	4,320,968	6,123,892	279,633	370,436	3,261,691	4,154,378	468,803	1,137,402	239,512	338,766	4,290	15,789	60,429	98,121	6,611	9,000
<b>Average Amount</b>	\$	2,270.13	2,280.19	2,263.08	2,273.44	2,272.61	2,274.54	2,272.64	2,298.05	2,243.40	2,303.00	2,214.16	2,145.00	2,255.57	2,417.16	2,230.03	2,203.67	2,250.00
	#	1,010	470	540	21	31	349	380	59	84	36	38	0	0	3	6	2	1

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Recognition and Awards	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
						male	female	male	female	male	female	male	female	male	female	male	female	male
Cash Awards: \$3000-\$3999	%	99.99%	46.53%	53.46%	02.08%	03.07%	34.55%	37.62%	05.84%	08.32%	03.56%	03.76%	00.00%	00.00%	00.30%	00.59%	00.20%	00.10%
Total Amount	\$	3,260,690	1,521,086	1,739,604	67,863	99,351	1,129,540	1,220,532	190,862	274,582	116,593	122,124	0	0	9,728	19,826	6,500	3,188
Average Amount	\$	3,228.41	3,236.35	3,221.49	3,231.55	3,204.87	3,236.51	3,211.93	3,234.94	3,268.84	3,238.69	3,213.80	0.00	0.00	3,242.67	3,304.33	3,250.00	3,188.00
Cash Awards: \$4000-\$4999	#	303	142	161	8	9	110	113	12	22	9	16	2	0	0	1	1	0
	%	99.99%	46.86%	53.13%	02.64%	02.97%	36.30%	37.29%	03.96%	07.26%	02.97%	05.28%	00.66%	00.00%	00.00%	00.33%	00.33%	00.00%
Total Amount	\$	1,250,464	585,695	664,770	32,520	36,953	453,878	467,579	49,443	90,398	37,854	65,822	8,000	0	0	4,018	4,000	0
Average Amount	\$	4,126.95	4,124.61	4,129.00	4,065.00	4,105.89	4,126.16	4,137.87	4,120.26	4,109.00	4,205.96	4,113.86	4,000.00	0.00	0.00	4,018.00	4,000.00	0.00
Cash Awards: \$5000 or more	#	943	519	424	21	14	387	304	37	46	67	54	1	0	5	6	1	0
	%	100.01%	55.04%	44.97%	02.23%	01.48%	41.04%	32.24%	03.92%	04.88%	07.10%	05.73%	00.11%	00.00%	00.53%	00.64%	00.11%	00.00%
Total Amount	\$	8,552,457	4,937,894	3,614,563	258,555	109,213	3,588,751	2,544,370	342,588	390,354	672,744	529,997	5,000	0	61,245	40,629	9,011	0
Average Amount	\$	9,069.41	9,514.25	8,524.91	12,312.15	7,800.92	9,273.26	8,369.64	9,259.14	8,485.96	10,040.95	9,814.75	5,000.00	0.00	12,249.00	6,771.50	9,011.00	0.00
<b>Other Awards</b>																		
Quality Step Increases (QSI)	#	1,401	672	729	38	35	492	491	99	147	26	39	4	4	8	11	5	2
	%	100.02%	47.98%	52.04%	02.71%	02.50%	35.12%	35.05%	07.07%	10.49%	01.86%	02.78%	00.29%	00.29%	00.57%	00.79%	00.36%	00.14%
Total Benefit	\$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit	\$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Performance Based Pay Increase	#	691	359	332	17	8	280	244	40	42	17	28	0	2	3	8	2	0
	%	100.00%	51.95%	48.05%	02.46%	01.16%	40.52%	35.31%	05.79%	06.08%	02.46%	04.05%	00.00%	00.29%	00.43%	01.16%	00.29%	00.00%

**Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Recognition and Awards	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
						male	female	male	female	male	female	male	female	male	female	male	female	
<b>Total Benefit</b>	\$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Average Benefit</b>	\$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Time off awards include NOA codes 846 and 847. Cash Awards include NOA codes 840, 841, 842, 843, 844, 845, 848, 849, 871, 879. Quality Step Increases include NOA code 892. Performance based pay increase include NOA codes 890, 891, and 896.

Percentages are based on row totals.

Row category totals may not match from Table A and Table B due to missing gender data.

\*\*\* This data is not available.

**Table B9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA  Recognition and Awards	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Permanent Workforce	#	382,183	313,666	16,937	51,580	9,584	31	265	693	443	245	532	893	656	259	5,274	72	221
	%	100.00%	82.07%	04.43%	13.50%	02.51%	00.01%	00.07%	00.18%	00.12%	00.06%	00.14%	00.23%	00.17%	00.07%	01.38%	00.02%	00.06%
<b>Time Off Awards</b>																		
Time-off Awards: 1-10 hours	#	35,471	27,159	1,809	6,503	1,109	4	37	100	49	21	99	114	68	18	574	3	22
	%	100.00%	76.57%	05.10%	18.33%	03.13%	00.01%	00.10%	00.28%	00.14%	00.06%	00.28%	00.32%	00.19%	00.05%	01.62%	00.01%	00.06%
Total Hours	#	194,864	145,080	11,212	38,572	6,440	18	226	545	242	117	564	724	389	97	3,379	12	127
Average Hours	#	5.49	5.34	6.20	5.93	5.81	4.50	6.11	5.45	4.94	5.57	5.70	6.35	5.72	5.39	5.89	4.00	5.77
Time-off Awards: 11-20 hours	#	1,961	1,626	74	261	41	1	2	3	2	2	2	4	4	1	15	2	3
	%	100.00%	82.92%	03.77%	13.31%	02.09%	00.05%	00.10%	00.15%	00.10%	00.10%	00.10%	00.20%	00.20%	00.05%	00.76%	00.10%	00.15%
Total Hours	#	29,637	24,539	1,151	3,947	632	16	28	48	36	32	32	64	56	16	232	32	40
Average Hours	#	15.11	15.09	15.55	15.12	15.41	16.00	14.00	16.00	18.00	16.00	16.00	16.00	14.00	16.00	15.47	16.00	13.33
Time-off Awards: 21-30 hours	#	656	551	23	82	15	0	1	0	1	0	3	0	2	0	8	0	0
	%	100.00%	83.99%	03.51%	12.50%	02.29%	00.00%	00.15%	00.00%	00.15%	00.00%	00.46%	00.00%	00.30%	00.00%	01.22%	00.00%	00.00%
Total Hours	#	15,972	13,393	567	2,012	360	0	24	0	24	0	72	0	48	0	192	0	0
Average Hours	#	24.35	24.31	24.65	24.54	24.00	0.00	24.00	0.00	24.00	0.00	24.00	0.00	24.00	0.00	24.00	0.00	0.00
Time-off Awards: 31-40 hours	#	242	203	7	32	5	0	0	0	0	0	1	1	0	0	3	0	0
	%	100.00%	83.88%	02.89%	13.22%	02.07%	00.00%	00.00%	00.00%	00.00%	00.00%	00.41%	00.41%	00.00%	00.00%	01.24%	00.00%	00.00%
Total Hours	#	9,043	7,558	255	1,230	192	0	0	0	0	0	40	40	0	0	112	0	0
Average Hours	#	37.37	37.23	36.43	38.44	38.40	0.00	0.00	0.00	0.00	0.00	40.00	40.00	0.00	0.00	37.33	0.00	0.00
Time-off Awards: 41 or more hours	#	34	30	1	3	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	88.24%	02.94%	08.82%	02.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.94%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Hours	#	2,464	2,159	75	230	75	0	0	0	0	0	0	75	0	0	0	0	0
Average Hours	#	72.47	71.97	75.00	76.67	75.00	0.00	0.00	0.00	0.00	0.00	0.00	75.00	0.00	0.00	0.00	0.00	0.00
<b>Cash Awards</b>																		

**Table B9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA Recognition and Awards	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)	
Cash Awards: \$500 and Under	#	89,395	72,395	3,372	13,628	2,596	4	52	168	122	53	146	245	171	83	1,474	18	60
	%	100.00%	80.98%	03.77%	15.24%	02.90%	00.00%	00.06%	00.19%	00.14%	00.06%	00.16%	00.27%	00.19%	00.09%	01.65%	00.02%	00.07%
Total Amount	\$	28,457,405	23,171,912	1,045,888	4,239,606	816,853	1,326	14,222	52,331	38,421	20,201	43,400	80,901	56,634	26,010	460,395	4,758	18,254
Average Amount	\$	318.33	320.08	310.17	311.10	314.66	331.50	273.50	311.50	314.93	381.15	297.26	330.21	331.19	313.37	312.34	264.33	304.24
Cash Awards: \$501-\$999	#	109,768	91,535	3,333	14,900	2,529	1	35	132	113	77	173	265	195	54	1,378	23	83
	%	100.00%	83.39%	03.04%	13.57%	02.30%	00.00%	00.03%	00.12%	00.10%	00.07%	00.16%	00.24%	00.18%	00.05%	01.26%	00.02%	00.08%
Total Amount	\$	81,093,269	67,683,093	2,459,642	10,950,533	1,839,378	550	23,872	95,229	85,932	57,783	125,789	190,797	145,620	39,702	996,178	15,800	62,128
Average Amount	\$	738.77	739.42	737.97	734.94	727.31	550.00	682.06	721.43	760.46	750.42	727.10	719.99	746.77	735.22	722.92	686.96	748.53
Cash Awards: \$1000-\$1999	#	53,069	45,903	1,437	5,729	865	0	10	27	57	51	58	119	71	6	427	10	29
	%	100.00%	86.50%	02.71%	10.80%	01.63%	00.00%	00.02%	00.05%	00.11%	00.10%	00.11%	00.22%	00.13%	00.01%	00.80%	00.02%	00.05%
Total Amount	\$	62,522,407	54,166,957	1,689,648	6,665,803	994,888	0	10,622	28,754	68,663	60,845	64,806	141,776	83,657	6,025	483,585	11,622	34,533
Average Amount	\$	1,178.13	1,180.03	1,175.82	1,163.52	1,150.16	0.00	1,062.20	1,064.97	1,204.61	1,193.03	1,117.35	1,191.39	1,178.27	1,004.17	1,132.52	1,162.20	1,190.79
Cash Awards: \$2000-\$2999	#	4,601	4,111	94	396	50	0	0	3	3	2	5	8	4	0	24	1	0
	%	100.00%	89.35%	02.04%	08.61%	01.09%	00.00%	00.00%	00.07%	00.07%	00.04%	00.11%	00.17%	00.09%	00.00%	00.52%	00.02%	00.00%
Total Amount	\$	10,444,860	9,330,134	209,896	904,830	115,318	0	0	8,100	7,250	4,500	10,995	19,365	9,851	0	53,257	2,000	0
Average Amount	\$	2,270.13	2,269.55	2,232.94	2,284.92	2,306.36	0.00	0.00	2,700.00	2,416.67	2,250.00	2,198.95	2,420.63	2,462.75	0.00	2,219.05	2,000.00	0.00
Cash Awards: \$3000-\$3999	#	1,010	896	32	82	11	0	0	1	1	1	1	2	0	0	5	0	0
	%	100.00%	88.71%	03.17%	08.12%	01.09%	00.00%	00.00%	00.10%	00.10%	00.10%	00.10%	00.20%	00.00%	00.00%	00.50%	00.00%	00.00%
Total Amount	\$	3,260,690	2,894,796	103,248	262,645	34,900	0	0	3,500	3,150	3,500	3,000	6,250	0	0	15,500	0	0
Average Amount	\$	3,228.41	3,230.80	3,226.51	3,202.99	3,172.73	0.00	0.00	3,500.00	3,150.00	3,500.00	3,000.00	3,125.00	0.00	0.00	3,100.00	0.00	0.00

**Table B9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2019**

All VA Recognition and Awards	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
		No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)		
Cash Awards: \$4000-\$4999	#	303	261	12	30	9	0	0	0	0	0	0	0	3	0	0	6	0	0
	%	100.00%	86.14%	03.96%	09.90%	02.97%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.99%	00.00%	00.00%	01.98%	00.00%	00.00%
Total Amount	\$	1,250,464	1,078,912	48,370	123,182	37,682	0	0	0	0	0	0	0	12,150	0	0	25,532	0	0
Average Amount	\$	4,126.95	4,133.76	4,030.83	4,106.07	4,186.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,050.00	0.00	0.00	4,255.33	0.00	0.00
Cash Awards: \$5000 or more	#	943	863	14	66	6	0	0	0	1	0	0	2	0	0	2	0	1	
	%	100.00%	91.52%	01.48%	07.00%	00.64%	00.00%	00.00%	00.00%	00.11%	00.00%	00.00%	00.21%	00.00%	00.00%	00.21%	00.00%	00.11%	
Total Amount	\$	8,552,457	7,812,164	131,265	609,028	53,671	0	0	0	8,144	0	0	20,168	0	0	19,359	0	6,000	
Average Amount	\$	9,069.41	9,052.33	9,376.07	9,227.70	8,945.19	0.00	0.00	0.00	8,144.12	0.00	0.00	10,084.00	0.00	0.00	9,679.50	0.00	6,000.00	
<b>Other Awards</b>																			
Quality Step Increases (QSI)	#	1,402	1,155	42	205	25	0	1	0	3	2	2	5	1	0	10	0	1	
	%	100.00%	82.38%	03.00%	14.62%	01.78%	00.00%	00.07%	00.00%	00.21%	00.14%	00.14%	00.36%	00.07%	00.00%	00.71%	00.00%	00.07%	
Total Benefit	\$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Average Benefit	\$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Performance Based Pay Increase	#	691	612	23	56	7	0	0	0	0	1	0	1	0	0	5	0	0	
	%	100.00%	88.57%	03.33%	08.10%	01.01%	00.00%	00.00%	00.00%	00.00%	00.14%	00.00%	00.14%	00.00%	00.00%	00.72%	00.00%	00.00%	
Total Benefit	\$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Average Benefit	\$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents. Time off awards include NOA codes 846 and 847. Cash Awards include NOA codes 840, 841, 842, 843, 844, 845, 848, 849, 871, 879. Quality Step Increases include NOA code 892. Performance based pay increase include NOA codes 890, 891, and 896. Percentages are based on row totals. Row category totals may not match from Table A and Table B due to missing gender data. \*\*\* This data is not available.